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(Continued on page three of cover)

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Manpower Mobility Program

New program will provide loans for jobless persons who have firm job offer at place beyond commuting distance from home; outright grants, resettlement allowances for other categories

Plans to establish a new Manpower Mobility Program were announced simultaneously last month by Prime Minister Pearson in the House of Commons and by the Minister of Labour, Hon. Allan J. MacEachen, at a meeting of the Canadian Federation of Mayors and Municipalities, held in Windsor, Ont.

The Prime Minister gave the House an outline of the main features of the plan and the Minister of Labour explained it in more detail. The plan was foreshadowed in the Speech from the Throne (L.G., May, p. 399).

Mr. Pearson said the new program would provide loans for anyone who was without work, but for whom a job was open beyond commuting distance from his home. It would also offer outright mobility grants to persons who had been unemployed for four of the previous six months, or who could not get a job locally after completing a training course.

The loans would apply to the cost of moving and resettling in a new home, the Prime Minister said, and would cover the actual cost of moving the family and the household effects; in addition, there would be a resettlement allowance of as much as $1,000 for a family. For a single person, the maximum would be $100 plus the cost of transport. The repayment period would normally be not more than two years.

The grant, for a single person, would be limited to actual transportation expenses; but for a family, it would include also an allowance for moving of household effects, together with a resettlement grant of as much as $400 for a childless couple, and as much as $1,000 for a family in which there were six or more dependants.

Mr. Pearson said that for the purposes of the program, Parliament would be asked to approve, in Department of Labour estimates, a $5,000,000 revolving fund for loans, and a $5,000,000 appropriation for the cost of grants in this fiscal year.

The Minister of Labour, in his address in Windsor, said that the program would apply to:

—Unemployed workers whose prospects of finding steady, full-time employment suitable to their qualifications in their own locality are unfavourable.

—Employed workers facing imminent layoff of a permanent nature, whose prospects of finding steady full-time employment, within commuting distance, are unfavourable.

—Previously unemployed workers who, on their own initiative, have moved to employment approved by the National Employment Service and in another locality, and who require help in moving their families and household effects.

Loans, the Minister said, would be made to persons in these categories who qualified and who had been placed by the NES in jobs in the new locality.

The resettlement allowance would be graduated according to the number of dependants. The maximum will be $200 for the worker, $200 for his spouse, and $100 for each dependant, up to a maximum allowance of $1,000.

Grants rather than loans, Mr. MacEachen said, would be given to the following three categories of workers to cover the cost of moving, plus a resettlement allowance in the case of families:

—Those who have been unemployed for four or more months out of the last six.

—Those who have completed training courses or vocational rehabilitation and re-establishment programs.

—Key skilled workers now unemployed and required by firms receiving financial assistance under the Area Development Program, provided that no qualified workers are available in the district.

The program would also apply to certain other groups of workers, including "marginal" farmers who were able to get productive employment in another place but who otherwise would not qualify. Such groups would be eligible for loans or grants on the recommendation of the Minister of Labour.

Care would be taken, Mr. MacEachen said, to ensure that financial help under the Manpower Mobility Program was provided to workers whose new employment was reasonably permanent, and in a territory where additional workers of that kind were needed.

The program would be administered by the National Employment Service and would be started as soon as the necessary arrangements could be made, the Minister said.

The Minister pointed out that there were sound economic reasons for trying to increase labour mobility. "Improved labour mobility is one way of reducing labour shortages."

From the Labour Gazette, June 1915

50 Years Ago This Month

Two organizations—one national and one provincial—suggest solutions to unemployment problem, one being that the final solution must come through placing idle agriculturists on land

"The final solution of the unemployment conditions in Canada must come through placing the idle agriculturalists on the land."

This was one of a number of suggestions for dealing with unemployment made by the Union of Canadian Municipalities at a meeting in Ottawa in May 1915. According to a report of the meeting in the LABOUR GAZETTE of June of that year, a committee appointed to draft a memorial to the Dominion Government urged also that settlers should be allotted "not more than 40 acres each" in "suitable agricultural districts throughout the Dominion."

These settlers were to be given a loan by the Government to enable them to buy stock and implements, and to live until they became self-sustaining. Such loans were to be a charge against the land and were to be repaid in instalments over a period of years.

Other suggestions were that public works which had been contemplated should be prosecuted; that the Dominion Government should confer with the provinces with a view to constructing necessary permanent highways; that the principle of experimental farms should be extended "if possible to industrial pursuits"; that the Government should establish a system of industrial exchanges to help in moving men from places where there was no demand for labour to places where employment was more plentiful; that the Government should consider the advisability of restricting immigration; and "that the Government take such other steps as they, in their wisdom, may deem expedient."

Another organization, the Labour Educational Association of Ontario, at its 13th annual convention in St. Catharines, passed the following resolution embodying its view of what should be done about unemployment:

"That, whereas the problem of unemployment is inherently a product of our present industrial system, and affects the workers locally, provincially, nationally and internationally; therefore, be it resolved that we call upon the federal Government to immediately appoint a committee to bring down such recommendations as they deem necessary to relieve the conditions of unemployment, nationally; and further, that we stand ready to support any practical plan to abolish unemployment entirely."

In its general summary of industrial and labour conditions during May, this journal said: "General labour conditions in May remained about the same as in the previous month, with some slight improvement in Eastern Canada in the building trades . . . There were still large numbers of unskilled workingmen out of employment, particularly in the West. Skilled trades, outside of the building trades, were fairly well employed . . . ."

At this time, the British Government sent a mission to Canada to try to recruit skilled workers to work in munitions factories in Great Britain. The mission consisted of a representative of the Board of Trade, and the Assistant Secretary of the Amalgamated Society of Engineers, who was also an M.P.

It made its headquarters at the Department of Labour in Ottawa, the facilities of which were placed at their disposal. "After two or three days' active enquiry in Ottawa, the Commissioners proceeded to Montreal, and then left for Western points, intending to touch at every important industrial centre from Montreal to Vancouver," this journal reported.

Among the "Notes on Current Matters of Industrial Interest" in the same issue was the following: "As a result of a petition signed by most of the barber shops in the City of Ottawa, that city has passed a by-law which took effect on May 1, providing that all barber shops shall be closed on Saturdays and on all days immediately preceding a public holiday, at the hour of ten o'clock in the afternoon, and shall remain closed until five o'clock in the forenoon of the next following lawful day."

From the Newcastle, N.B., correspondent came the following report: "Considerable activity is noted in shipping circles. Already large numbers of vessels are loading and have sailed for the United Kingdom. This work has formerly all been carried on by 'tramp' steamers, and a very noticeable thing this year is the large number of sailing vessels employed. The use of these vessels means the employment of a large number of men in loading the lumber."

The Truro correspondent said the erection of a "brick, up-to-date opera house" had been announced.

Sign First Manpower Assessment Agreement in Newfoundland

The first Manpower Assessment Agreement with parties in the Maritime Region under the auspices of the Department's Manpower Consultative Service was signed last month. The Agreement is with Price (Newfoundland) Pulp and Paper Limited, formerly Anglo-Newfoundland Development Company, Limited, and a joint union committee comprising five unions.

The Agreement provides for the establishment of a joint research committee composed of three management and five union representatives. This committee will carry out a manpower assessment program covering all aspects of the adjustment problems rising out of planned technological developments at the company's Grand Falls Mill. The company plans an $18 million expansion and modernization program.

The company plans to install a new paper machine that will be one of the largest and most modern newsprint machines in the world. The installation of a computer is also planned.

150 Jobs Eliminated

An early estimate by the company indicates that 150 jobs might be eliminated as a result of the modernization program. This figure represents roughly 10 per cent of total present mill employment. Although some impact upon the work force can be expected this summer, the implementation of the major part of the program is scheduled for April of 1967.

The joint research committee in its assessment of the manpower problems will be assisted by Munro Sargent, the Atlantic Regional Representative of the Manpower Consultative Service. The committee will be directed to evaluate all details of the implications of the modernization program upon the work force and to develop appropriate adjustment measures to lessen, as far as possible, its dislocation effects while at the same time insuring that the greatest productivity returns are derived from the company's investment.

In the event that involuntary displacement of present employees cannot be avoided, the Agreement suggests that the joint research committee investigate the desirability of recommending the initiation of suitable training programs under the Federal-Provincial Technical and Vocational Training Agreement to upgrade the skills of those persons to be released and thus increase their opportunity for alternative employment.

It is further suggested that through the facilities of the National Employment Service these persons be assisted in their relocation into active employment within the immediate area, or in other parts of the country where employment possibilities are more favourable.

R. M. Bishop, Mills Manager of the Grand Falls operation and one of the company representatives on the research committee, remarked: "While our modernization program will no doubt have some serious manpower effects, we feel that this approach to the problem with its emphasis upon an objective assessment of the facts will permit adjustment measures to be taken which should alleviate greatly the extent of the hardship with which some individual employees might be faced. It should also indicate to all that, through the assessment program undertaken jointly with the unions, and with independent technical assistance, every consideration is being given to ensure the most equitable solutions possible."

Mr. Bishop complimented the representatives of the five unions upon their co-operative and realistic attitudes in the face of this technological development with its manpower implications.

Donald Murphy, President of the joint union committee, similarly expressed approval of the joint consultative approach to the solution of manpower problems resulting from technological change. He remarked: "Management through its acceptance of this joint approach is indicating joint responsibility for the effects of these changes. The trade union movement of Grand Falls trusts that the implementation of adjustment measures at the conclusion of the research program will further indicate meaningful action by management to offset any personal hardships that might result from the company's program of technical advancement."

Manpower Assessment Program For Modernized Paper Mill

A manpower assessment program—to be operated jointly by a four-way labour-management-government team—will be set up at the Windsor, Que., mill of Domtar Pulp and Paper Limited, which is soon to be modernized and re-equipped.

Domtar management and representatives of *le Syndicat national des travailleurs de la pulpe et du papier, la Fédération nationale des travailleurs de la pulpe and du papier,* with the assistance of the Manpower Con-

sultative Service and the Quebec Department of Labour, concluded an agreement last month aimed at joint solution of manpower displacement and adjustment problems arising out of the modernization program.

Anticipated cost of the study is $20,000, half of which will be borne by the federal Government. The Province of Quebec will contribute one-third of the balance, and the remainder will be shared by the company and unions.

Chairman of the assessment program is Rev. Gérard Dion of the School of Social Sciences, Laval University. Father Dion has on many occasions served on boards and commissions appointed to examine complex industrial relations problems.

This is the fourth manpower assessment agreement developed under the auspices of the Manpower Consultative Service, which was set up in May 1964 to encourage and assist unions and management to make use of the techniques of joint consultation and objective research to prevent unnecessary technological unemployment (L.G., March, p. 212).

Commenting on the agreement, Hon. Allan J. MacEachen, Minister of Labour, said: "This agreement is an excellent example of the manner in which federal and provincial governments can work together in the solution of problems of adjustment to technological change which are local in origin and effect but which have broad implications for the adjustment of manpower in Canada as a whole."

Provincial Labour Standards Bulletin Ready for Release

A new edition of the Department of Labour publication "Provincial Labour Standards", dated December, 1964, is now off the press and is available from the Queen's Printer.

Revised annually by the Legislation Branch of the Department, the bulletin sets out in tabular or summary form the standards by the principal types of labour laws in all provincial jurisdictions and in the Yukon and Northwest Territories. Subjects dealt with are child labour, minimum wages, equal pay, hours of work, weekly rest-day, annual vacations, public holidays, fair employment practices, notice of termination of employment and workmen's compensation.

Developments in 1964 are described in some length at the beginning of the bulletin. Among the changes of special significance was the enactment of a new Minimum Wage Act in Nova Scotia, permitting the setting of minimum rates for men. In New Brunswick and Ontario, coverage of minimum wage orders was extended, with the result that most workers throughout the province are now subject to a minimum wage.

The New Brunswick Vacation Pay Act, which had formerly applied to three industries only, was made applicable to employees generally. In Alberta, the Board of Industrial Relations was given authority to provide for paid public holidays.

In Quebec, an Act was passed forbidding discrimination in employment and trade union membership on grounds of race, colour, sex, religion, national extraction or social origin. The British Columbia Fair Employment Practices Act was amended to prohibit discrimination in employment against persons between the ages of 45 and 65 solely on grounds of age.

The price of the bulletin is 50 cents a copy. The catalogue No. is L2-7/1964.

U.S. Secretary of Labor 1933-45, Frances Perkins Dead at 83

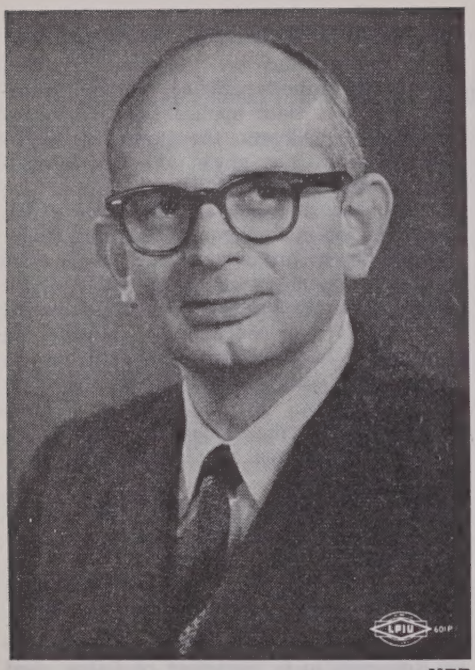
Frances Perkins, who became the first woman member of a United States cabinet when she was chosen by President Franklin D. Roosevelt to be Secretary of Labor, died last month in New York at the age of 83.

Miss Perkins' term of office as Secretary of Labor, from 1933 to 1945, coincided with the period of greatest labour unrest and economic upheaval in American history. It was during this period that such New Deal measures as the Social Security Act and the National Labor Relations Act were passed. When she left the post after Harry S. Truman succeeded President Roosevelt, she became a Civil Service Commissioner, which she remained until 1953.

In 1910, Miss Perkins (she was married in 1913 to Paul Caldwell Wilson, a financial statistician who died in 1952, but she continued to use her maiden name all through her professional life) was elected executive secretary of the Consumers League of New York. While she held this office she directed studies of working conditions in sweatshops, especially with regard to the treatment of women and children.

After the Triangle Shirtwaist fire in New York in 1911, in which 146 women workers lost their lives, she was instrumental, while still working for the League, in pushing through factory reform laws in New York State that reduced the maximum legal working hours to the then unprecedented level of 54 a week, nine hours a day.

U.S. Secretary of Labor W. Willard Wirtz, said that "every man and woman in America who works at a living wage, under safe conditions, for reasonable hours, or who is protected by unemployment insurance or social security, is her debtor."



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W. R. Dymond Elected Chairman Of OECD Manpower Committee

Dr. W. R. Dymond, Assistant Deputy Minister of Labour since 1962, was elected Chairman of the OECD Manpower and Social Affairs Committee last month at its 10th session in Paris. Giovanni Falchi, counsellor at the Italian Ministry for Foreign Affairs, was elected vice-president of the Committee.

Mr. Dymond headed the Canadian delegation that participated in the OECD examination of Canada's manpower policy. In 1963, he led the OECD team that examined the manpower policies and programs of the United States.

Inaugurated in 1960—after Canada and the United States had joined the Organization for European Economic Co-operation (OEEC)—the Organization for Economic Co-operation and Development has agreed on a collective growth target for its 20 member-countries of 50 per cent between 1960 and 1970. It promotes the economic growth of its members, trade expansion all over the world, and help to less-developed countries both within and outside its membership.

The Manpower and Social Affairs Committee promotes freedom of movement for workers among the European countries, vocational training for those changing jobs, and better working conditions. In addition, it examines the social aspect of changes needed to meet the growth target.

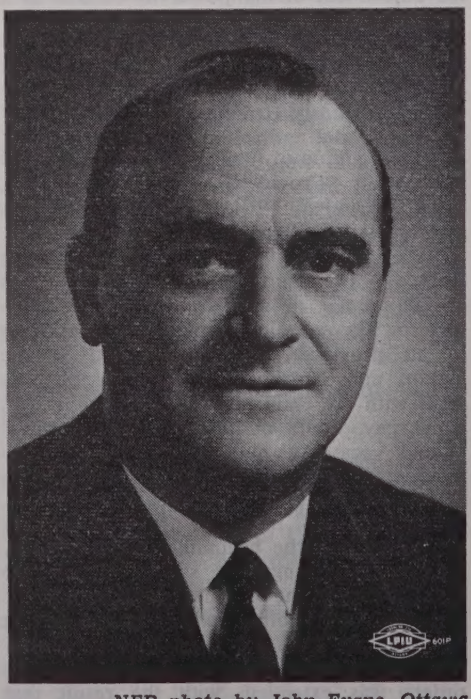
IAM Business Agent Appointed Chief of Department's LMCS

Kenneth Patrick DeWitt, who for 14 years was business agent of Lodge 1660 of the International Association of Machinists, has been appointed Chief of the Labour-Management Co-operation Service, Department of Labour. He succeeds P. E. Salter, who has retired.

Born in Lachine, Que., Mr. DeWitt studied industrial relations at McGill University's Industrial Relations Centre and at the Sir Thomas More Institute, Montreal. He has also lectured on industrial relations at both McGill and Sir George Williams University.

Mr. DeWitt is vice-president of the Canadian Chapter of the Industrial Relations Research Association, a charter member of the recently formed Canadian Industrial Relations Research Institute, and a member of the American Academy of Political and Social Sciences.

As business agent of Lodge 1660, Mr. DeWitt acted for employees of Dominion Engineering Works Ltd, Godfrey Engineering Company Ltd., Aluminum Welding Company Ltd., and Anglo-Canadian Wire Works Ltd. He had been an employee of Dominion Engineering since 1940.



NFB photo by John Evans, Ottawa

Morris C. Hay, Q.C., Appointed Employer Representative on UIC

Morris C. Hay, Q.C., of Oakville, Ont., was appointed last month to a five-year term as a Commissioner of the Unemployment Insurance Commission. His appointment to the three-man Commission was made after consultation with organizations representing employers.

Mr. Hay, who succeeds C. A. L. Murchison, Q.C., took over his new duties on June 7.

A native of Stratford, Ont., Mr. Hay was educated in Stratford Public and High Schools, the University of Toronto and Osgoode Hall Law School. He studied also at both the Harvard and University of Toronto Graduate Schools of Business.

He began his business career in 1944 with B. F. Goodrich Canada Limited as Legal Counsel. In 1950, he was appointed Secretary and General Counsel. During his career with this company, he served also as Personnel Manager, Director of Employee Relations, and District Sales Manager.

In 1961, Mr. Hay became Manager of the Legislation Department of the Canadian Manufacturers' Association and in September 1962, he was appointed to the Ontario Labour Relations Board, which he leaves to accept his present appointment.

Minister Announces Appointments To National Employment Committee

The reappointment of John L. Jaskula (L.G., Dec. 1964, p. 1053) of Hamilton as Chairman of the National Employment Committee and the appointment of two new members to the Committee were announced last month by the Minister of Labour.

The National Employment Committee, a body advisory to the National Employment Service on employment matters, is made up of representatives of employer, labour, veterans', and women's organizations, as well as agricultural, educational, and social welfare groups.

Frank C. Burnet, Montreal, representing the Canadian Manufacturers' Association, and W. J. Whittaker, Q.C., Toronto, representing the Canadian Chamber of Commerce, are the new appointees.

Mr. Burnet is the manager of industrial relations with Canadian Industries Limited in Montreal. A 1940 graduate of the University of Saskatchewan, he joined CIL in 1945. He has held various personnel and industrial relations positions in CIL and in his present post is responsible for the negotiation and administration of 30 collective agreements with seven national or international unions.

He was formerly a director of the Montreal Personnel Association and Chairman of the Industrial Relations Committee, Quebec Division, of the Canadian Manufacturers' Association. He was a Group Chairman for H.R.H. The Duke of Edinburgh's Second Commonwealth Study Conference in 1962 and a member of a Canadian labour-management team studying manpower adjustment to technological change in the United States.

Mr. Whittaker is a partner in the law firm of Wardlaw & Whittaker, Toronto. After service as a pilot with the RCAF during the Second World War, he received his law degree from Osgoode Hall and was associated with several law firms before forming the partnership of Wardlaw & Whittaker. He is a member of the Employer-Employee Relations Committee of the Canadian Chamber of Commerce.

Nominated for IAPES Office

A member of Canada's Unemployment Insurance Commission has been nominated by the nominations committee for the position of second vice-president of the International Association of Personnel in Employment Security. Additional nominations may be made from the floor of the convention.

He is Leslie T. Fraser of Vancouver, B.C., Regional Director, Pacific Region, Unemployment Insurance Commission, who joined the UIC in 1948.

CLC's Fourth Safety Conference Slated for Winnipeg in October

The Fourth Annual Conference of the Canadian Labour Congress's National Committee on Occupational Health and Safety will be held in Winnipeg on October 11-14. In the future, the Committee expects to hold national conferences every second year, and the provincial federations of the Congress will hold safety conferences in the alternate years.

The Committee's first annual conference was held in Banff in 1962 and its second in Ste. Marguerite, Que., in 1963. Each of these conferences was attended by only about 40 delegates. The third conference, however, which was held in North Bay on November 15 to 19 last year, was attended by 156 delegates.

The report of the third annual conference has just been published, and copies may be obtained in either English or French from: The Secretary, National Committee on Occupational Health and Safety, Canadian Labour Congress, 100 Argyle Ave., Ottawa 4, price $1.25 each (more than 20 copies, price $1 each).

Fair Employment Practices Division Issues "Human Rights in 1964"

A 12-page pamphlet titled *Human Rights in 1964* has been produced by the Fair Employment Practices Division of the Department of Labour. A reprint from the November 1964 issue of the LABOUR GAZETTE, it serves to bring up to date the information contained in the Department's booklet, *Protection Under Law Against Employment Discrimination.*

The new booklet is a review of the developments in Canada since the 15th anniversary of the Universal Declaration of Human Rights, together with a review of the United States Civil Rights Act.

The pamphlet concerns itself with recent legislative action in the federal, provincial and territorial jurisdictions.

Copies of the publication are available on request from the Fair Employment Practices Division, Department of Labour, Ottawa.

Canadian Steelworkers Vote To Retain International Ties

At a policy conference in Toronto last month, Canadian members of the United Steelworkers of America overwhelmingly endorsed the international affiliation of the Canadian section of the union. Fewer than a dozen of the 395 registered delegates voted against a resolution expressing support for international unionism.

The 10,000-member Hamilton Local 1005 had sponsored a resolution calling for autonomous Canadian leadership and control of dues for all unions affiliated with the Canadian Labour Congress. Staff representatives of the union maintained that there were no more than 200 members at the local meeting when the resolution was passed.

William Mahoney, Canadian Director of the United Steelworkers, told the delegates that an international union is the most effective kind of union. "More and more, business in Canada is becoming international in character," he said.

"It is quite possible that last year's development in the auto industry, creating in effect a free trade area of Canada and the U.S., will be paralleled in other industries," Mr. Mahoney asserted. "Primary steel might be one of them, and in such industries an international union is obviously the most effective."

A proposal to create an international strike fund in Canada was approved. At present strike assistance is paid on a basis of need from a voluntary welfare fund contributed to by participating locals.

An amendment to the union's international constitution is required to set up the strike fund.

The delegates also drafted a pension bargaining demand that will aim for total retirement income of 75 per cent of final earnings for employees with 30 years of service. The rate would be adjusted to a cost-of-living index.

The pension bargaining program calls for full retirement payments as early as age 60 for high-seniority employees and at a lower age after fewer years of service for those forced into retirement because of disability.

The 75 per cent of earnings figure would include government pensions.

Women's Department Set Up In Argentine Labour Ministry

The Ministry of Labour and Social Security of Argentina has announced the establishment of a Women's Department to co-ordinate activities directed to the Improvement of conditions of the country's working women.

The new department has initiated publication of a bimonthly bulletin, the first issue of which was recently received in the Women's Bureau, Department of Labour of Canada.

The Argentine Department's Technical Division will provide information about the female labour force and undertake research and study of current legislation and policy with a view to elevating the status of working women.

The Public Relations Division aims to develop liaison with national, provincial and municipal organizations concerned with the position of women in the labour force, and to organize special projects, training courses, seminars and conferences.

UIC Begins Issue of Fact Sheets For Assistance to Employers

The Unemployment Insurance Commission has begun a series of fact sheets to assist employers in complying with the requirements of the Unemployment Insurance Act and Regulations, thus avoiding the penalties for infractions. The first one is "This Week has 24 Hours or Less . . ." It explains the provisions concerning an employee working in employment for 24 hours or less a week.

Important points that occur most frequently will be covered in brief in forthcoming pamphlets.

Employers are urged to ensure that the fact sheets are read and kept for reference by persons maintaining the records pertaining to unemployment insurance.

Ninth Meeting, National Technical and Vocational Training Advisory Council

Council establishes Industrial Training Committee to advise on economy's requirements in training of workers, with power to set up subcommittees for information on specific industries

An Industrial Training Committee to give advice on the requirements of the economy in the training of workers, with the power to set up subcommittees qualified to give information on specific industries, was established by the National Technical and Vocational Training Advisory Council at its ninth meeting, held at the Ontario Vocational Centre in London, Ont., on May 19 and 20.

The Council also approved a resolution asking the federal Government to continue to co-operate with the provinces in giving leadership and financial support in promoting the development of skilled manpower. In passing this resolution, the Council had in mind the termination in 1967 of the present National Technical and Vocational Training Agreement between the federal and provincial governments.

The meeting was opened by the retiring chairman, Dr. G. Fred McNally, who then handed over the chair to the new chairman, Dr. Garnet Page.

Dr. W. R. Dymond, Assistant Deputy Minister of Labour, in a brief address outlined the functions of the Council and emphasized its importance to the Government in deciding policies in connection with manpower planning in a time of technological change. He spoke of the Government's especial concern in the matter of adult education, training in industry, and training of the disadvantaged, and the war on poverty.

Industrial Training Committee

The Council was asked to consider the establishment of an industrial training committee with the following terms of reference:

1. To advise on the economy's requirements for training workers, with particular emphasis on that training which can be offered in and by industry in relation to the capability of industry to provide such training, including both short- and long-range skill requirements.

2. To be concerned not only with training within industry but also with training that is industry-based but utilizes public facilities, as in apprenticeship and other programs.

3. To make use of industry subcommittees when dealing with problems in particular industrial fields, and, in addition, to advise on industry's skilled and technical manpower requirements from public and other training facilities.

A motion to set up a committee, to be named the Industrial Training Committee, to work within these terms of reference was proposed by Max Swerdlow, CLC Director of Education, an employee representative on the Council. The motion was passed unanimously.

F. K. Richan, Canadian Manufacturers' Association, was appointed chairman of the committee, and Mr. Swerdlow, vice-chairman.

The committee will be a standing committee appointed by order in council, and will have the power to set up subcommittees qualified to provide information on specific industries. Each subcommittee is to have a representative who can act as a "resource person" to the main committee.

The Council agreed on the need to promote interest in training in industry, to foster the maximum use of available facilities, and to provide information and encouragement to adults participating in such training. A committee was formed under the chairmanship of Mrs. Saul Hayes of the National Council of Women of Canada to decide on the course of action to be taken to promote training in industry. The Council agreed that suggestions made by the committee should be turned over to the Department of Labour for study.

Report of Training Branch

The approval for federal contributions of 178 new capital projects during the past year brought the total approved since April 1, 1961 to 737, the report of the Department's Training Branch showed. The total estimated cost of these projects was a little more than $800,000,000, of which the federal share amounted to $475,000,000. A large part of the expansion in facilities during the past year occurred in Quebec.

The report said that 203,348, or 80 per cent, of the total of 251,451 new student places provided since 1961 were in vocational high schools.

Referring to training under the various programs of the Technical and Vocational Training Agreement between the federal Government and the provinces, the Branch said that probably the most important development under Program 1, Vocational High School Training, was the decision of the Province of Quebec to broaden the high

school program to include technical and vocational training. British Columbia and Saskatchewan were also expanding the number of vocational high school places, especially in the fields designated as mechanical, electrical-electronic, power, and construction.

Under Program 2, Technician Training, about 19,600 full-time students were undergoing training in two- to four-year post-secondary school technical courses throughout the country. This was an increase of 30 per cent compared with the previous year. It was estimated that 4,160 of these would graduate in 1965, and of these, 3,300 would be qualified to serve as assistants to professional engineers and scientists.

Under Program 5, Training of the Unemployed, enrolment totalled about 52,000 during the past year, compared with 49,000 during the previous year. This meant that, although the rate of unemployment had dropped during the period, the number of unemployed being trained at any one time was still only about 3 per cent of the total.

Retirement of Dr. G. Fred McNally

Dr. G. Fred McNally, who was 87 in June, has retired as Chairman of the National Technical and Vocational Training Advisory Council, a post he held for 22 years, since the Council was established in 1943 as an advisory body to the Minister of Labour. The meeting of the Council in London, Ont., was the first since its establishment that did not have Dr. McNally in the chair.

Dr. McNally, a chief architect of Canada's Technical and Vocational Training Program, which is already beginning to narrow the gap between industry's demand for skilled labour and its availability, recognized the necessity for a vigorous training program long before the need became apparent.

The Minister of Labour, Hon. Allan J. MacEachen, has paid tribute to the retiring chairman. "There is no yardstick long enough to measure the contribution of Dr. George Frederick McNally to education in Canada," he said. "This distinguished Canadian has had several careers in his long and productive life, all of them directed to raising the level of education in Canada. Although any one of them would merit the highest commendation, his service with the Advisory Council will be appreciated for years to come."

Dr. George V. Haythorne, Deputy Minister of Labour, in adding his words of commendation to those of Mr. MacEachen, recalled that Dr. McNally had helped shape the program that enabled Canada to train 134,000 veterans in hundreds of diversified courses in the three years immediately after World War II.

"Although he was past the age when many men prefer the quiet consolation of a fireside, pipe and slippers to the hurly-burly of the workaday world," Dr. Haythorne said, "in the years that followed he made contributions of inestimable value to the Federal-Provincial Technical and Vocational Training Program."

When Dr. McNally accepted the invitation to head the Advisory Council in 1943, he was Deputy Minister of Education for Alberta. He continued in that post until 1946, when he was appointed Chancellor of the University of Alberta. He retired from the University in 1952 and has since devoted more and more time to the problems of training Canadians for industry.

Born in Queensbury, York County, New Brunswick, Dr. McNally received his Bachelor of Arts degree from the University of New Brunswick in 1900 and his Masters degree from the University of Alberta in 1911. In between he taught high school in Quebec, New Brunswick and Alberta, and afterwards was an inspector of schools in Alberta. He was honoured with LL.D. degrees from both the University of New Brunswick and the University of Alberta.

In 1957 the Canadian Education Association made Dr. McNally the first recipient of the J. G. Althouse Memorial Award for outstanding achievement in the field of education. His wide experience in education led to his appointment as vice-chairman of the Canadian delegation at the first general conference of UNESCO, and in 1952 as chairman of the National Advisory Committee on Civilian Rehabilitation, a post he held until 1959.

Dr. McNally has served also as chairman of the Edmonton branch of the Canadian Institute of International Affairs, and is an honorary vice-president of the United Nations Society, Edmonton Branch. Active in many phases of community affairs, he is a past Governor of the 4th District of Rotary International, a member of the Canadian Club, past president of the Baptist Union of Western Canada and president of the Baptist Federation of Canada.

Apprenticeship registrations in the nine provinces where statistics were regularly available and in the Northwest Territories had doubled in 10 years to 25,000. On the other hand, the ratio of apprentices to employees in the same occupation had increased from 47 per 10,000 in 1954 to only 60 per 10,000 this year.

The report pointed out that a new schedule, Schedule 10, had been added to the Agreement. It authorized reimbursement by the federal Government of 50 per cent of provincial government expenditures on approved projects of manpower research. On April 15, the agreement covering this schedule had been signed by six provinces.

Dr. Ross Ford, Director, Technical and Vocational Training Branch, Department of Labour, drew attention to the importance of the new schedule. He said that federal-provincial co-ordinating committees were being formed to arrange its carrying into effect.

Reporting on the action taken regarding

Appointment of Dr. Garnet Page

The appointment of Dr. Garnet T. Page as chairman of the National Technical and Vocational Training Advisory Council was announced on May 27 by the Minister of Labour. The appointment of new members and alternates to the Council to fill vacancies created by retirements was announced at the same time.

Dr. Page, a native of Saskatoon, Sask., has been General Manager and Secretary of the Chemical Institute of Canada, Secretary-General of the Engineering Institute of Canada, and has served on a special Senate Committee on manpower, and on the Canadian Council for Reconstruction through UNESCO from 1946 to 1954.

He was Canadian delegate to the first General Conference of UNESCO, and has worked with the Department of Labour on problems relating to scientific and engineering manpower. He has also served as chairman of the National Advisory Committee on Technological Education since its organization.

At the nomination of the Department of Labour, he worked with the 21-nation Organization for Economic Co-operation and Development as consultant on mathematics training for engineers.

Dr. Page has, upon invitation, assisted several Canadian provinces with teacher recruitment and training, and has been an active member of the Canadian Education Council.

Born in 1920, he was graduated in 1940 from the University of Saskatchewan with a B.A. in chemistry. He served with the Canadian Army from 1940 to 1946. Several European universities have bestowed honours upon him, including an honorary Ph.D. from the Sorbonne, Paris.

New Members

New members appointed to the Advisory Council are: Raymond B. Gaulin, personnel manager of Reynolds Aluminum Company of Canada Limited, Three Rivers, Que.; Donat Quimper, Associate Deputy Minister, Department of Labour, Quebec; Alan M. Thomas, Director, Canadian Association for Adult Education, Toronto; A. E. Hemming, Executive Secretary, Canadian Labour Congress; John Harcourt, representative of the Canadian School Trustees Association, Ottawa; and J. Willard McNutt, Director of Vocational Education, Department of Education, New Brunswick.

Alternate members appointed are: J. P. Despres, Director of Industrial Relations, Iron Ore Company of Canada, Sept-Iles, Que.; R. C. Smithe, Works Manager, Cable Division, Northern Electric Co., Limited, Lachine, Que.; G. T. Dyer, Deputy Minister, Department of Labour, Newfoundland; Lyle Boisvert, President, Ottawa and District Labour Council; C. H. Everett, Vice-President, Crawley Films, Limited, representative of the Canadian School Trustees Association, Ottawa; and F. E. Whittle, Director of Apprenticeship, Department of Labour, Alberta.

resolutions passed at the previous meeting of the Council, the Branch said that with regard to the resolution on the training of Indians (L.G., Jan., p. 25), discussions with officials of the Indian Affairs Branch had led to the conclusion that the provision of special training services for Indians would not be advisable. The best plan would be to integrate training programs for Indians with other training programs, and this was the policy favoured by the Department of Citizenship and Immigration.

Regarding the resolution, repeated at the last meeting of Council, to the effect that the Branch should report on action required to promote guidance and counselling (L.G., Jan., p. 26), the report said that a special committee had been appointed to give advice

on further action that should be taken, particularly in connection with counselling facilities for adults. An investigation of counselling procedures in the United States Adult War on Poverty program had also been made by Stuart Conger of the Training Branch, and his report had been circulated.

The Technical Services Division of the Branch, the report said, had undertaken 11 new occupational analyses in the 1964-65 year, and it was expected that most of these would be published in 1965. There are at present 23 analyses in print.

Progress had been made in the development of interprovincial examinations for apprentices. Such examinations are based on occupational analyses, and last year there were nearly 2,000 graduates. Seven thousand tradesmen have now passed these interprovincial standards examinations.

Minister of Labour

A suggestion that the minimum educational requirements for entrance into certain technical and vocational courses might have been set too high was made by Hon. Allan MacEachen, federal Minister of Labour, in his address to the Council.

"Perhaps our entrance requirements are not always realistic, and might be re-examined in certain areas to utilize our manpower to the fullest," he said. Many people who might be gifted with their hands were not "equal to the basically academic nature of our education in secondary schools."

These workers must have "an opportunity to qualify for advanced training programs to enable them to participate effectively in our economy. Are we to lose their manual skills because they haven't the capacity to appreciate academic ideas?"

Mr. MacEachen spoke to the Council about the Government's War on Poverty, and much of his description was similar to that which he had given on an earlier occasion (L.G., June, p. 486). He expanded what he had said before about the place that technical training would take in the program.

"Training is by no means the total answer to the war on poverty," he said, "Neither is the provision of shiny new student places. It is, however, a key component . . ." The large numbers being trained did not necessarily show that the training was good and effective. The needs of industry must be constantly re-examined and the curriculum must be kept up to date in order that the training might meet the needs of those who were genuinely unemployed, the Minister said.

Manpower Research Projects

J. P. Francis, Director of the Economics and Research Branch of the Department, gave the meeting a review of the manpower research projects of his Branch up to 1970, with particular reference to the primary industries. A paper on "The Manpower Impact of Prospective Technological Change in the Eastern Canadian Pulpwood Logging Industry" by Duncan R. Campbell of the Branch was presented to the meeting.

Mr. Francis also reviewed recent developments in connection with a study of the unemployed.

John C. MacDonald of the Economics and Research Branch gave the Council an interim report of a research study of the career decisions of Canadian youth. The main work on it would be begun this autumn, Dr. MacDonald said. It was hoped that a report on the study would be ready before the end of 1967.

The Council expressed misgivings about the lack of progress that had so far been made in the matter of manpower research. The difficulty in obtaining competent research workers was referred to, and the importance of taking advantage of the new Schedule 10 in making use of research agencies other than those of the government was emphasized.

In the discussion on this matter, it was pointed out that the shortage of research workers was being felt not only in Canada, but in other countries as well. It was pointed out also that it took several years to train such specialists. The Council recommended that every advantage should be taken of Schedule 10, and effort should be made to offer financial and other incentives that would attract research workers.

The point was made that the type of research required need not be confined to the degree level, but might be carried by such organizations as the institutes of technology. The Council recommended that the Government should immediately set up co-ordinating committees, and should call a conference on the subject of manpower research.

Max Swerdlow moved that the Training Branch should submit to the next meeting of the Council a comprehensive report that might serve as a plan of action in the field of manpower research. This plan, the motion said, should be worked out in conjunction with a subcommittee appointed by the Council; a description of the plan should be sent to each member at least 30 days before the next meeting, in order to give him an opportunity to consult his group and prepare specific suggestions to present to the meeting.

After it was decided that the subcommittee should be an *ad hoc* one, rather than a standing co-ordinating committee, the motion was adopted. Alan M. Thomas, Director of the Canadian Association for Adult Education, was appointed chairman.

Technological Education

The report of the National Advisory Committee on Technological Education, which was presented by G. F. Vail of the Training Branch, described the progress made in arrangements for the forthcoming conference of administrators of institutes of technology, sponsored by the province of Ontario. It also drew the Council's attention to reports on the training of engineers and technicians that suggested the setting up of a committee to study the functions of technicians in Canadian industry.

Provincial Administrators

The Council attached particular importance to two proposals made by the provincial directors of technical and vocational education, who met on the two days immediately preceding the Council meeting. A report of the meeting was presented by J. W. McNutt, Director of Vocational Education, New Brunswick.

The first proposal referred to "the need for a thorough review of present manpower training programs and policies, with a view to clarifying the present situation and making it possible to amend the federal-provincial agreements to reflect desirable changes."

A second similar proposal suggested that, since revisions of their technical and vocational training programs were being planned by many of the provinces, a close study of these programs should be undertaken in order to provide material for discussion of the direction of manpower training services throughout the country. It was agreed that the Training Branch should prepare the necessary guide lines for a complete discussion at the fall meeting of the Council.

Other proposals approved by the directors at their meeting were that:

—A survey of present educational facilities should be made in co-operation with the National Research Council.

—Early consideration should be given to continued federal participation in training programs after the termination of the present Agreement in 1967.

—Increased federal financial assistance should be provided to training under Program 1 (Secondary School Vocational Program).

—Unemployment insurance benefits should not be provided to persons during training.

—Benefits under Program 5 (Training for the Unemployed) should be extended to persons being trained under the Agricultural Rehabilitation and Development Agency and the Area Development Agency.

—More information is needed on the problems related to training requirements in connection with joint training programs under ARDA and the Area Development Agency.

—Immediate action should be taken to obtain agreement across Canada on the content of courses and standards of achievement leading to a standard form of diploma for technicians.

—There should be a more definite policy on adult programs under Program 4 (Training in Co-operation with Industry).

—The adult training program should provide for national recognition of standards of attainment.

Guidance Counselling

An interim report on vocational guidance counselling recommended programs for elementary schools, secondary schools, post-secondary schools, disadvantaged persons, and adults in need of counselling, and outlined the purpose of the various programs. A summary of the report, which was prepared by the Training Branch at the request of the Council, was presented by D. Stuart Conger of the Branch, chairman of the committee in charge of the study.

For the carrying of the recommended programs, the report said, guidance counsellors would require more specialized training than they were now getting; and the training should be based on the needs of counselling, rather than on those of teaching, psychology or other professions. A two-year postgraduate course should be established covering certain fields.

The report touched on the need for research into various aspects of counselling.

Directors of Apprenticeship

A report on the conference of the Directors of Apprenticeship held on May 17 to 19 said that there were 26,700 apprentices now in training, and that indications were that there would be a marked increase in their numbers in the near future.

The report said that several of the provinces were working out programs establishing compulsory certification of apprentices, the purpose being to raise standards, increase mobility, and improve training. Many of the provinces are now accepting other training, experience and educational attainments in lieu of part of the apprenticeship training, thus shortening the term of apprenticeship. In some provinces, organized groups and committees may sponsor apprentices, and one province has done away with the formal apprenticeship contract.

Recent developments in Ontario include the establishment of a co-ordinating committee consisting of officials of the Departments of Labour and Education, including the deputy ministers of those departments.

Reports from Members of Council

Mrs. Saul Hayes, National Council of Women of Canada, reported that progress was being made by her organization in a study of "the needs of mature women entering the labour force for the first time, or re-entering it after a separation of some years."

Herbert Cocker, Canadian Construction Association, in a report reiterating the Association's interest in training and retraining of skilled workers, said the CCA hoped that its efforts would enable the industry to meet its manpower needs, and would prevent future shortages of tradesmen, technicians, supervisors and professionals.

W. R. Stewart, on behalf of the Canadian Education Association, submitted certain recommendations to the Council. These were that:

—The federal Government should give early assurance that the Training Agreement would be extended beyond the present term ending in March 1967.

—Regulations regarding the size of school under Program 1 should be relaxed to permit developments in towns of 2,000 to 4,000 population.

—The federal Government should pay 50 per cent of the cost of operation of technical and vocational schools, and 75 per cent of the cost of training programs for teachers for such schools.

—Grants to students from isolated areas studying at vocational schools should be increased.

—The federal-provincial cost-sharing agreement should be more flexible to allow a greater measure of provincial autonomy, and should provide for more adequate research and time for planning than "the crash programs that are forced upon the provinces at present by virtue of time limitations."

Most of the recommendations of the Canadian Education Association were approved by Council.

Training in Industry

Despite the apparently meagre results of Program 4 (Training in Co-operation with Industry), a considerable amount of co-operative training by industry, labour and government was being carried on, said W. J. Hurd, Chief of the Apprenticeship and Trade Training Division of the Technical and Vocational Training Branch, in a paper on training in industry.

He mentioned as examples the growing number of training-on-the-job contract arrangements for training unemployed persons in plants under Program 5, and the large number of evening and extension programs arranged at the request of industry.

Some parts of industry were active in programs of their own, and recently several groups of organized labour had, with the co-operation of management, incorporated unprecedented provisions for training in their collective agreements.

"We must, however, face the fact that much of industry does little more than that which will satisfy their immediate short-term needs," Mr. Hurd said, and he reminded the Council that "many kinds of training cannot be given successfully or economically in a school." He referred to a statement in the Minister of Labour's address to the meeting to the effect that "there is some limit to the amount government can do toward assuming industry's responsibility . . ."

Among the "most telling factors" that pointed to the need for considering the subject of training in industry, Mr. Hurd mentioned the inclination of Canadian industry to rely on immigration and on short-term, informal, narrow, specialized training; and recurring shortages of skilled manpower in a time of relatively high unemployment.

Other Business

Dr. Ross Ford, Director, Technical and Vocational Training Branch, Department of Labour, described to the Council the problems involved in training the disadvantaged, the types of people for whom the training was designed, and the various programs being planned.

J. W. McNutt urged that the Council should soon consider the extension of the present Agreement, which terminates in 1967.

The Council approved a resolution proposed by Mr. Swerdlow asking the federal Government, in co-operation with the provinces, to continue to provide leadership and financial aid in carrying on the training of skilled manpower. The Council suggested the urgent need to undertake a study of the Agreement in the light of past experience, in order to make sure that the new agreement to be signed in 1967 would be as effective an instrument as possible for dealing with current training needs.

Mr. Swerdlow announced that the Canadian Labour Congress would hold a national conference in mid-November, to be attended by between 150 and 200 persons, at which the first concern would be to study technical and vocational training, and especially to examine what could be done by organized labour to participate actively in this field.

It was announced that the 10th meeting of the Council would be held in Ottawa on November 17 and 18.

Laval University's 20th Annual Industrial Relations Conference

Theme of 20th anniversary conference is the new Quebec Labour Code enacted last July. More than 650 delegates were present

(*Translation*)

The University of Laval's 20th annual Industrial Relations Conference was held at Quebec on April 26 and 27; and 654 representatives of Canadian universities, lawyers and industrial relations specialists attended. The theme of the conference was the new Quebec Labour Code, passed last July.

Msgr. Louis-Albert Vachon, Rector of the University, pointed out that the university wanted to keep in touch with the world of labour, "for if we are responsible for training the people who will help you one day, it is also up to us to develop a philosophy and a theology of labour."

The new Code represents the first real effort to bring together previously existing factors, and establishes a number of new procedures with regard to certain highly controversial matters: the right of association and of certification for certain classes of salaried workers, negotiation procedures, and delays prior to strikes or lockouts, etc. The Code is part of an extensive effort on the part of the public authorities to regulate relations between management and labour.

Rev. Gérard Hébert, S.J.

Rev. Gérard Hébert, a member of the Montreal *Institut social populaire*, explained the background of the new Code. Quebec labour relations legislation, he said, had been influenced in three ways, by Great Britain and New Zealand, and by Europe—when the conciliation and arbitration system was recognized in 1901 and the Trade Union and Collective Agreement Acts were adopted in 1924 and 1934—and by the United States, when the Labour Relations Act of 1944 revealed the influence of the Wagner Act, as it introduced in Canada exclusive union recognition and management's obligation to negotiate collective agreements with certified employee associations. The Labour Relations Board was established at the same time to see that the system was applied.

From that time, conciliation and arbitration had to be attempted before resorting to a strike or lockout. The amendments of 1961 strengthened the right of association while slightly modifying government action in the settlement of disputes.

In his ensuing analysis of the Quebec Labour Code, Father Hébert showed how all the components of the province's Acts had been regrouped in Bill 54. Before dealing with the Act that Quebec enacted in July 1964, he described the four versions considered.

The first, or so-called "compromise" version (June 5, 1963), did not satisfy anyone. The second one, known as the "hesitant" version (February 15-18, 1964), bringing collective agreements under the Civil Code, did not meet with any better reception. The third version (April 30, 1964), which the speaker referred to as the "basic opinion" version, was clearly aimed at greater liberalization of labour relations, and the fourth version (July 9, 1964), or "public service" version, in which the Government went beyond the experts' recommendations, grants all public services the right to strike with, however, the possibility that a commission of inquiry will be set up or an injunction issued when public health or security are involved. In this version the Government re-affirmed its intention to limit any action it might take in settling disputes.

The Labour Code, which was passed unanimously on July 22 and assented to on the 31st of that month, has been in force since September 1, 1964. In general, the Code systematizes and brings the former acts up to date, and protects a greater number of workers.

The Code was amended by Bill 15 in order to include teachers in the public service classification and to add education to public health and welfare as motives for special intervention by way of inquiries or injunction. The speaker wondered whether some terms of Bill 15 do not tend to limit its scope. Rather than judge the matter right away, he preferred to await legislation on civil servants before assessing the importance of the direction taken by the new Code.

Jean Réal Cardin

Jean Réal Cardin, Director of the Industrial Relations Department of Laval University, dealt with the right of association, its scope and limitations. He pointed out that although no explicit distinction is made in the text of the Labour Code between a union and an association, it is more accurate to consider the Code as an act governing unions rather than one governing associations in general.

Contrary to the "French law," the Quebec Labour Code restricts the concept of association to salaried workers and employers alone, as defined in sections 1(a) and 1(d).

The speaker considered that the components on which the Quebec union law is based are to be found in the North American industrial relations system. He pointed out that the person classed as a "salaried worker," which term excludes him from other employees not considered as salaried workers for the purposes of the law, entitles him to be formally recognized as competent to negotiate legally through a union certified by the Labour Relations Board.

The speaker outlined the difference between expressions used in the old Labour Relations Act and in the new Labour Code, in which he saw an extension of the right of association. Moreover, a number of exceptions to the concept of salaried workers having been dropped, he said, the Code opens the way to the unionization of senior personnel and, in the years to come, a new style of dialogue between salaried professional workers and their professional association will take place. In each case involving professional people it will be necessary to determine which of them are professional salaried workers within the meaning of the Act.

Mr. Cardin referred to the civil servants governed by the Civil Service Act and wondered whether the legislator wanted them to be considered as a "special group." But he suggested that the "ideal formula would be to leave intact as many rights as possible while at the same time providing the most effective means of limiting as much as possible their practical application."

Mr. Cardin said the Quebec Labour Code had extended, quite considerably in some cases, the application of the law governing association, it has rendered its terms more flexible and has brought the province's labour law more in line with that of other western countries and closer to the standards of international labour laws.

André Roy

André Roy, a member of the Quebec Labour Relations Board, explained how the Board worked and the changes that had occurred in recent years, particularly as a result of the addition of section 107 and 108 to the Labour Code. He outlined some of the difficulties these changes had given rise to, leaving it up to the audience to draw their own conclusions.

He then proceeded to give a brief review of the sections concerning the Board, indicating its independence, and illustrating the extent of its work and the various tasks it is being allowed under several new sections.

Mr. Roy dealt at length with the settlement of complaints of dismissals submitted under the Code, and suggested that the decisions arrived at for a great number of claims submitted to the Board should be studied in detail.

The speaker ended his submission by pointing to Section 3 of the Code as a guiding light for all the other provisions in order to avoid deflecting the Act from its true purpose.

Mr. Justice Gérard Vaillancourt

Hon. Mr. Justice Gérard Vaillancourt, Vice-Chairman of the Quebec Labour Relations Board, dealt with certification in labour legislation. He defined certification, then stated that the registration of the decision and the issuance of a certificate were the standards for a union's certification once the Board is satisfied that the applicant meets the requirements of the Act and can represent an absolute majority of employees. In so doing, the Board does not settle a dispute but ascertains the "representative fact" of the association.

Mr. Vaillancourt nevertheless wondered whether an employer can deny a union's right to represent workers in view of the quasi-judicial scope of a decision by the QLRB. The Board's right to review is restricted, however, by the section providing that "certification of an association of salaried workers lawfully cancels the certification of any other association for the group to which the new certification applies."

Fernand Morin

Fernand Morin, a professor at the Faculty of Commerce of Laval University, dealt with the role and function of collective agreements. The economic role of collective agreements is to eliminate harmful competition between employees and to protect them from sudden changes in the economy when the employer can anticipate his production costs and reduce such costs by other means. From the social standpoint, collective agreements, while uniting the salaried workers on their side, actually constitute co-operation pacts between the parties. Mr. Morin pointed out the conditions relating to form and content established by the new Code, concluding that "the process of drawing up a collective agreement and its content reveal its truly contractual nature."

These legal documents have the effect on the contracting parties and the salaried workers of committing them to maintaining social peace, and they can only renegotiate when the collective agreement expires. The contracting union obtains the right to appeal to a court of law and becomes the sole agent entitled to settle grievances.

Where the salaried workers are concerned, collective agreements are imperative in that they bind the parties to the terms of the agreement, automatic because the salaried workers cannot refuse to comply, and immediate, because the greater good of all salaried workers is at stake.

For all concerned, collective agreements are instruments of democratization since they provoke a dialogue.

Marius Bergeron, Q.C.

Marius Bergeron, Q.C., a member of a Montreal legal firm, dealt with negotiation procedures and the resorting to strikes and lockouts. He noted that Sections 40 and 94 of the Code give one or the other party the right to serve notice of negotiation, together with the obligation for both parties to negotiate in good faith.

To negotiate in good faith, according to a decision handed down in January 1961, is: "not to deliberately refuse to discuss with the representatives of the other party the terms of the collective agreement that are to be considered when the opportunity to negotiate arises".

Other decisions referred to by the speaker which have been handed down either in Ontario or the United States, establish that there is bad faith whenever the behaviour of one of the parties reflects a state of mind that is opposed to reaching agreement.

The obligation for the parties to attend meetings called by the conciliator is contained in section 44. The conciliator has 45 days within which to comply with his terms of reference. The period can be extended if the parties agree to so advise him in writing.

The right to organize strikes or lockouts is acquired 60 or 90 days after receipt of the notice of dispute by the Minister. The procedure differs, however, in the case of a public service.

Judicious action by the conciliator helps serious negotiations to take place rapidly as required by the new Quebec Labour Code, the speaker concluded.

Robert Auclair

Robert Auclair, an official of the Quebec Labour Department, dealt with disputes, grievances and disagreements. The first of these are to be found at the negotiation stage, the second at the stage of interpretation, and the last are not in any way connected with the other two.

Conciliation is the only compulsory stage for settling disputes, but the parties can in common accord resort to arbitration in order to obtain an enforceable decision within 60 days following the appointment of a chairman.

The Act nevertheless provides for the settlement of grievances to immediate arbitration both for the employer and the union.

Where disagreements are concerned, the speaker pointed out that the Code allows the parties to adopt a system of settlement, thus opening the way to negotiation, except in the case of policemen or firemen, who have their own procedure.

The speaker concluded that in the new Code the legislator places confidence in the parties and simplifies procedure by clarifying it so that disputes, grievances and disagreements may be settled peacefully.

Hon. Carrier Fortin

Hon. Carrier Fortin, Quebec Minister of Labour, who attended the conference in order to outline the projects of his department in the new role it is called upon to play under the new labour Code, briefly reviewed his department's various roles in three periods since about 1880.

There was a 50-year period during which it was a matter of protecting labour by means of industrial security and workmen's compensation. From 1930 to 1950 the Department played two roles, particularly with regard to industrial relations and bringing the parties closer together.

Finally, the last 15 years have been a period of dialogue and effort on the part of the Department to complete the action towards agreement of the parties. This, of course, has been the phase that has shown the Minister the new measures a present-day Department of Labour should adopt. "There will therefore be two entirely separate programs, he stated, depending on whether the Department's role is a labour relations arbitrator, or as the servant of the labour force."

With regard to labour relations, the Minister believed that the new Act has re-established balance between the parties, that it makes a distinction between collective rights and traditional individual rights, and makes it the responsibility of the parties to reach an agreement. He explained the content of a series of sections of the Code which constitute the procedure to be followed in order to reach a collective agreement, if there is agreement, or to call a strike or lockout if there is disagreement.

The role the Department plays in protecting labour is to see that unions and management respect "the rules of the game." This being understood, the Minister, referring to the services employers receive from the Department of Industry and Commerce, wants to set up within his Department such services as will make it the workers' department.

Labour problems will receive all the attention they deserve, since it is a matter of assuring employment security. Programs for vocational training, apprenticeship, retraining and placement, the reclassification of the unemployed and the provision of information on the economic situation will become the daily preoccupation of a Department of Labour faced with the requirements of the present-day labour force.

The Minister stated that he was relying on an efficient placement service to enable his Department to achieve one of its objectives with regard to employment. He pointed out that this service "makes it possible to meet the requirements of a free market by providing both those who offer and those who seek employment with the information they need, so that full use can be made of each worker's abilities. It is therefore a highly profitable agency from the economic standpoint.

"What is more, a placement service is an important source of statistics regarding the labour market and these statistics show what policies should be adopted with regard to employment and labour".

This important service, according to Mr. Fortin, would be connected with the retraining, re-adaptation and re-integration of workers and with co-ordinating the various forms of social assistance so that the transfer could take place smoothly. The reclassification of the unemployed, assistance to industries who foresee collective dismissals and the dialogue with the parties concerned will be the responsibility of the re-organized provincial placement service.

It should be noted, the Minister said, that our placement service will be the first of its kind in Canada to be administered free of charge by a government.

In order to proceed logically according to its economic concept and to develop a real employment security policy, Quebec wants to re-occupy the placement field of its workers and avoid losing its skilled labour.

Relations between management and labour, where matters outside the scope of collective agreements are concerned, require a "contact" agency within each industry and, in the Minister's opinion, constitute an important objective "in order to be quite sure that we have not overlooked an important factor in sound relations between management and labour."

In the last part of his submission, Mr. Fortin referred to the reform initiated now that the Collective Agreement Act—Order No. 4—is under review, the result of which should be announced shortly.

The new publications issued by the Department as a means whereby the greatest number of people connected with labour can be kept informed, are a recent achievement which his Department intends to continue so that research may be intensified in order to meet the needs of all administrative sectors, particularly on the economic side.

The Minister concluded by outlining other steps to be taken to better serve the labour force, the province's essential asset, by pursuing in a different state of mind the dialogue between the Department, management and labour at all stages of legislation and its application. He was therefore relying on the energetic efforts of the groups concerned to ensure the satisfactory operation of an integrated labour relations system.

British Incomes Policy

Trade unions rally in support of Government's wages, profits and prices policy. National Board for Prices and Incomes set up to keep increases in line with increases in productivity

Massive union support is rallying behind the British Government's wages, profits and prices policy, despite earlier indications that the new policy might be swamped by a series of wage demands exceeding the Government's proposed annual "norm" of 3 to 3½ per cent.

In recent weeks a number of Britain's major unions have voted in favour of the policy. Among them were the National Union of Railwaymen and the Amalgamated Engineering Union—the latter voting "100 per cent support" of the Government's policy.

A National Board for Prices and Incomes was set up to initiate a policy under which increases must be related to increased productivity.

Objectives of the Board are to achieve and maintain a rapid increase in output and real incomes, combined with full employment, and to ensure that the benefits of faster growth are distributed in a way that will satisfy the claims of social need and justice.

The procedures and machinery under which the Board will operate were outlined in a

joint statement of "Intent on Productivity, Prices and Incomes," signed last December by the Government, trade unions, and industry, "to ensure that British industry is dynamic and that its prices are competitive; to raise productivity and efficiency so that real national output can increase, and to keep increases in wages, salaries and other forms of incomes in line with this increase; and to keep the general level of prices stable."

The nine-member Board was set up in April after consultations with representatives of employers and trade unions and discussions in the National Economic Development Council.

The Board has the power of a royal commission to dig into private industry's files and papers, but will not be able to launch court prosecutions if a union or a company is found to be pushing its demands beyond the estimated 3½-per-cent increase in the country's economic growth.

The joint statement of intent recorded the need to keep under review the general movement of prices and of money incomes of all kinds, and to examine particular cases in order to ascertain whether or not the behaviour of prices or wages, salaries or other money incomes was in the national interest.

The Secretary of State for Economic Affairs, George Brown, announced that the first of these steps would be undertaken by the National Economic Development Council (NEDC), and the second by the National Board for Prices and Incomes.

Particulars of the Government's proposals were set out in a White Paper, "Machinery of Prices and Incomes Policy," presented on April 8.

Factors to be taken into account when considering prices and incomes are listed in the White Paper, which also gives the circumstances under which prices might justifiably increase and those under which reductions in prices could be expected.*

An important step in the implementation of an incomes policy after further discussions in the NEDC, the White Paper points out, would be to formulate the norm and criteria that would guide the National Board for Prices and Incomes.

In present circumstances the appropriate figure for this purpose is 3 to 3½ per cent. This would be subject to re-examination by the Government in the light of reviews to be conducted from time to time by the NEDC.

The new National Board for Prices and Incomes began its career last month by examining three cases of price increases: in the bread and flour industry, the soaps and detergents industry and the road haulage business.

The Board is questioning the relevant trade associations and companies as to how prices have moved in relation to costs during the past few years, and how they seem likely to move in the future.

Aubrey Jones, the Chairman of the Board, said at a news conference that he did not think a reference to the Board should be regarded by a company or organization as a stigma.

The results of the three enquiries, expected during July, will give strong indications of the effectiveness of the Board.

The role of the NEDC as outlined in the White Paper would be to review general price and income behaviour. This would ensure that representatives of the Government, management, and unions would be closely associated with it in an agreed policy for prices and incomes.

The National Board for Prices and Incomes is to work in two separate divisions known as the Prices Review Division and the Incomes Review Division.

In principle, the White Paper states, the Prices Review Division will investigate any price or group of prices (manufacturing, wholesale or retail) of goods and services in private industry and in nationalized industry.

The Incomes Review Division will investigate claims and settlements relating to wage and salary increases, reductions in hours, and other improvements in conditions of service, whether in private sector, the nationalized industries or the public service.

As in the case of prices, the Government will retain direct responsibility for all references of claims, settlements, and other questions to the Incomes Review Division.

Some of these might be at the request of one or both parties; others might be directly selected by the Government as meriting investigation.

The Incomes Review Division, like the Prices Review Division, will decide its own procedure, including the extent to which it would sit in public.

The White Paper states that it is the Government's intention that its prices and incomes policy should be given every chance of proving that it can be made to work on a voluntary basis.

* In January 1962 the United States President's Council of Economic Advisers recommended a similar set of what were called "Presidential Guidelines" for non-inflationary wage and price decisions (L.G. 1962, p. 812).

In the case of both prices and incomes, persuasion and the pressure of public opinion would be relied upon to ensure that the findings and recommendations are accepted by the parties concerned.

The Government would resort to statutory authority only if they were convinced that the voluntary method had failed.

The White Paper lists the factors to be taken into account when considering prices and incomes, together with the circumstances under which prices might justifiably increase, and those under which reductions in prices could be expected. They will apply equally to the prices of goods and services whether provided by private or public enterprise.

Enterprises will not be expected to raise their prices except in the following circumstances:

1. If output per employee cannot be increased sufficiently to allow wages and salaries to increase at a rate consistent with the criteria for incomes stated below without some increase in prices, and no offsetting reductions can be made in non-labour costs per unit of output or in the return sought on investment;

2. If there are unavoidable increases in non-labour costs such as materials, fuel, services or marketing costs per unit of output which cannot be offset by reductions in labour or capital costs per unit of output or in the return sought on investment;

3. If there are unavoidable increases in capital costs per unit of output which cannot be offset by reductions in non-capital costs per unit of output or in the return sought on investment;

4. If, after every effort has been made to reduce costs, the enterprise is unable to secure the capital required to meet home and overseas demand.

Enterprises will be expected to reduce their prices in the following circumstances:

1. If output per employee is increasing faster than the rate of increase in wages and salaries which is consistent with the criteria for incomes stated below, and there are no offsetting and unavoidable increases in non-labour costs per unit of output;

2. If the costs of materials, fuel or services per unit of output are falling and there are no offsetting and unavoidable increases in labour or capital costs per unit of output;

3. If capital costs per unit of output are falling and there are not offsetting and unavoidable increases in non-capital costs per unit of output;

4. If profits are based on excessive market power.

Exceptional pay increases should be confined to the following circumstances:

1. Where the employees concerned, for example by accepting more exacting work or a major change in working practices, make a direct contribution toward increasing productivity in the particular firm or industry. Even in such cases some of the benefit should accrue to the community as a whole in the form of lower prices;

2. Where it is essential in the national interest to secure a change in the distribution of manpower (or to prevent a change which would otherwise take place) and a pay increase would be both necessary and effective for this purpose;

3. Where there is a general recognition that existing wage and salary levels are too low to maintain a reasonable standard of living;

4. Where there is widespread recognition that the pay of a certain group of workers has fallen seriously out of line with the level of remuneration for similar work and needs in the national interest to be improved.

Government spokesmen have pointed out that development of an effective policy will require considerable effort by unions, management and all others concerned with the determination of incomes.

The proposed "norm" of 3 to 3½ per cent will be periodically re-examined by the Government in the light of reviews to be conducted from time to time by the Economic Development Council.

Latest Labour Statistics

Principal Items	Date	Amount	Percentage Change From Previous Month	Percentage Change From Previous Year
Total Civilian labour force (a) (000)	May 22	7,123	+ 2.2	+ 3.0
Employed (000)	May 22	6,858	+ 4.0	+ 3.6
Agriculture (000)	May 22	655	+16.3	− 2.8
Non-agriculture (000)	May 22	6,203	+ 2.8	+ 4.3
Paid workers (000)	May 22	5,723	+ 3.7	+ 5.5
At work 35 hours or more (000)	May 22	5,798	+84.1[1]	+51.0
At work less than 35 hours (000)	May 22	885	−72.8[1]	−66.1
Employed but not at work (000)	May 22	175	− 7.9	+ 2.9
Unemployed (000)	May 22	265	−28.6	− 9.6
Atlantic (000)	May 22	45	−40.8	+12.5
Quebec (000)	May 22	105	−21.1	− 7.1
Ontario (000)	May 22	59	−26.3	−15.7
Prairie (000)	May 22	30	−42.3	− 6.3
Pacific (000)	May 22	26	−13.3	−31.6
Without work and seeking work (000)	May 22	250	−27.5	−11.0
On temporary layoff up to 30 days (000)	May 22	15	−42.3	+25.0
Industrial employment (1949=100)	March	130.6	+ 0.8	+ 5.7
Manufacturing employment (1949=100)	March	124.2	+ 1.3	+ 4.9
Immigration	1st Qtr 1965	22,279	—	+27.0
Destined to the labour force	1st Qtr 1965	11,297	—	+27.6
Strikes and Lockouts				
Strikes and lockouts	May	55	−16.7	+ 57.1
No. of workers involved	May	16,498	+42.1	+120.3
Duration in man-days	May	148,060	+21.9	+132.4
Earnings and Income				
Average weekly wages and salaries (ind. comp.)	March	$90.17	+ 1.0	+ 5.7
Average hourly earnings (mfg.)	March	$2.11	+ 1.4	+ 5.0
Average hours worked per week (mfg.)	March	41.3	+ 1.7	+ 1.5
Average weekly wages (mfg.)	March	$87.15	+ 3.2	+ 6.5
Consumer price index (1949=100)	May	138.0	+ 0.2	+ 2.2
Index numbers of weekly wages in 1949 dollars (1949=100)	March	151.6	+ 2.8	+ 4.4
Total labour income $000,000.	March	2,032	+ 1.7	+10.5
Industrial Production				
Total (average 1949=100)	April	224.1	− 1.2	+ 5.9
Manufacturing	April	197.4	− 0.8	+ 4.9
Durables	April	211.4	− 0.8	+ 8.1
Non-durables	April	185.5	− 0.7	+ 2.0
New Residential Construction (b)				
Starts	May	13,661	+53.9	+20.5
Completion	May	8,679	−39.5	+23.2
Under construction	May	72,575	+ 7.1	+15.9

(a) Estimates of the labour force, the employed and the unemployed, are from *The Labour Force*, a monthly publication of the Dominion Bureau of Statistics which also contains additional details of the characteristics of the labour force, together with definitions and explanatory notes.

(b) Centres of 5,000 population or more.

[1] Due to Good Friday in survey week.

Employment and Unemployment, May

Employment increased seasonably by an estimated 261,000 between April and May.

Unemployment declined by 106,000 to 265,000, about the usual decrease for this time of year. Unemployment in May represented 3.7 per cent of the labour force, compared with 4.2 per cent in May 1964 and 5.2 per cent in May 1963. Seasonally adjusted, the May unemployment rate was 4.2 per cent.

Unemployment rates were lower than a year earlier in all regions except the Atlantic.

Employment in May was 237,000 higher than a year earlier, and unemployment was 28,000 lower. The labour force, at 7,123,000, was 209,000, or 3.0 per cent, higher than in May 1964.

Employment

The April-to-May increase in employment stemmed mainly from increased activity in the seasonal industries that customarily show a noticeable improvement at this time of year. Farm employment rose by 92,000 during the month, and non-farm employment by 169,000, which increases were in line with seasonal expectations. As usual, the expansion in non-farm employment was heaviest in the construction industry.

The employment gain between April and May was distributed among all age groups. Men accounted for some 220,000 of the total, and the number of employed women increased by 41,000.

Total employment in May showed an increase of 3.6 per cent from a year earlier. All regions contributed to this increase.

Non-farm employment was up 256,000, or 4.3 per cent, from May 1964. Employment gains over the year were widespread, most non-farm industries sharing in the improvement. The largest advances were in trade and service.

Farm employment, at 655,000, was 19,000 lower than a year earlier.

Unemployment

Unemployment declined seasonally by 106,000 to 265,000 between April and May. The May estimate was 28,000 lower than a year earlier.

Of the 265,000 unemployed in May, 212,000 were men and 53,000 were women. Some 61,000, or 23 per cent of the unemployment total, were teen-agers. The unemployment rate for persons in this age group was 8.8 per cent compared with 3.7 per cent for all age groups.

About two thirds of the total number of unemployed had been unemployed for three months or less. Some 52,000 had been seeking work for four to six months and 44,000 for seven months or more. Persons unemployed for four months or more accounted for 36 per cent of the total, compared with 40 per cent a year earlier.

LABOUR MARKET CONDITIONS

Labour Market Areas	Labour Surplus				Approximate Balance		Labour Shortage	
	1		2		3		4	
	May 1965	May 1964	May 1965	May 1964	May 1965	May 1964	May 1965	May 1964
Metropolitan	1	2	4	7	7	3	.....	.....
Major Industrial	4	5	12	14	10	7	.....	.....
Major Agricultural	2	2	4	5	8	7	.....	.....
Minor	5	12	26	27	25	18	2	.....
Total	12	21	46	53	50	35	2	.....

NOTE: Before January 1965, when Grande Prairie was added, 109 areas were surveyed.

CLASSIFICATION OF LABOUR MARKET AREAS—MAY

	SUBSTANTIAL LABOUR SURPLUS	MODERATE LABOUR SURPLUS	APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)	St. John's	Halifax →QUEBEC-LEVIS Vancouver- New Westminster- Mission City Winnipeg	→CALGARY →EDMONTON →HAMILTON →MONTREAL Ottawa-Hull Toronto Windsor	
MAJOR INDUSTRIAL AREAS (labour force 25,000-75,000; 60 per cent or more in non-agricultural activity)	Corner Brook Lac St. Jean Rouyn-Val d'Or Shawinigan	Cornwall Granby-Farnham- Cowansville →JOLIETTE Fort William- Port Arthur →MONCTON →NEW GLASGOW Peterborough Saint John →SHERBROOKE →SYDNEY-SYDNEY MINES Timmins-New Kiskeard Kirkland Lake →TROIS RIVIERES	Brantford Guelph →KINGSTON Kitchener London →NIAGARA PENINSULA →OSHAWA →SARNIA Sudbury Victoria	
MAJOR AGRICULTURAL AREAS (labour force 25,000-75,000; 40 per cent or more in agriculture)	Riviere du Loup Thetford-Megantic St. Georges	→CHARLOTTETOWN Lethbridge North Battleford →PRINCE ALBERT	→BARRIE →BRANDON Chatham →MOOSE JAW →RED DEER →REGINA →SASKATOON →YORKTON	
MINOR AREAS (labour force 10,000 to 25,000)	Dawson Creek Gaspe Okanagan Valley Quebec North Shore Rimouski	→BATHURST ..... Belleville-Trenton →BRIDGEWATER →CAMPBELLTON →DAUPHIN Drummondville →EDMUNDSTON →GRAND FALLS Grande Prairie Kamloops Kentville →MONTMAGNY →NEWCASTLE →PORTAGE LA PRAIRIE Prince Rupert →PRINCE GEORGE-QUESNEL →STE. AGATHE-ST. JEROME St. Jean →ST. STEPHEN Sault Ste. Marie →SOREL ..... →SUMMERSIDE →TRURO →VALLEYFIELD →VICTORIAVILLE →YARMOUTH	Beauharnois →BRACEBRIDGE Brampton Central Vancouver Island →CHILLIWACK →CRANBROOK →DRUMHELLER →FREFERICTON Galt Goderich →LACHUTE-STE. THERESE →LINDSAY →MEDICINE HAT →NORTH BAY →OWEN SOUND →PEMBROKE →ST. HYACINTHE St. Thomas →SIMCOE →SWIFT CURRENT →TRAIL-NELSON Walkerton →WEYBURN →WOODSTOCK, N.B. Woodstock-Tillsonburg	→LISTOWEL →STRATFORD

→The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved. For an explanation of the classification used see page 591 of this issue.

Employment of the Disabled

Ian Campbell of the federal Department of Labour presides over panel discussion at World Congress of the International Society for Rehabilitation of the Disabled held at Copenhagen

The report of the Ninth World Congress of the International Society for Rehabilitation of the Disabled, held in Copenhagen in 1963, has just been released.

Included in it is the report of a panel discussion on the disabled and the labour market. Ian Campbell, National Co-ordinator, Civilian Rehabilitation Branch, Department of Labour, Ottawa, chaired this session.

In introducing the discussion, Mr. Campbell quoted a remark by Hall H. Popham of Ottawa, president of the International Society for Rehabilitation of the Disabled, who said, "The ultimate goal of all rehabilitation is to enable the handicapped individual to work . . . A job is essential, not only to enable the individual to be economically self-supporting, but also to assure him his rightful place in his home community."

Mr. Campbell said rehabilitation was a subject of concern to all nations, regardless of the nature of their economies. He added that every person, disabled or not, had a right to the place in life for which his nature, inclination, skill and training fitted him, and within the range of opportunity made possible by the society in which he lived. Many disabled persons, however, must be prepared and guided into work which involved, in the majority of cases, an employer-employee relationship.

With such relationships, the success of a vocational rehabilitation program depended substantially upon the attitude of organized workers, organized employers, and on their co-operation. They, in turn, were influenced by the sincerity and practical approach of those who work with the disabled and by the guidance of the international organizations to which they belonged.

All were affected by the work and direction of the International Labour Organization, which had given support to the development of vocational rehabilitation programs in member nations.

Views of ILO

A. A. Bennett, a representative of the Vocational Rehabilitation Section of the International Labour Organization, discussed some of the difficulties in trying to resettle the disabled and how they might be tackled.

He noted that, in a buoyant, expanding economy where labour was hard to obtain, and workers were sought in all quarters, it was not difficult, quite often the reverse, to fit disabled persons into suitable jobs.

In a stagnant economy, in times of depression, or where there were problems of overpopulation, heavy unemployment or underemployment, the situation was quite different. Placement of anybody was difficult, the disabled more so.

He suggested that, in such a situation, special attention should be given to the selection of suitable disabled persons on the basis of their ability to compete equally with qualified, able-bodied applicants. Care should be taken to see that their chances of being considered were equal.

Vocational training and other forms of preparation for employment should be concentrated on the production of highly-skilled workers for whom jobs might exist or who might be helped toward self-employment. In any event they would have better chances of securing employment because of their level of skill.

The aim for a large proportion of disabled persons, for whom prospects of receiving paid employment or becoming independently self-employed are slim, might be the setting-up of some sheltered workshop or some form of co-operative enterprise.

Even in the richer, more industrialized and socially developed countries, employers were sometimes reluctant to engage the disabled because of misconceptions about their work performance, absentee and accident rates, sickness, and level of stability and employment.

Trade unions were generally sympathetic to the needs of the disabled, especially their own injured and disabled members; but they, too, were subject to the same misconceptions as employers and the general public.

The support of trade unions and employers could be obtained through factual publicity and by enlisting their co-operation in measures to improve working opportunities for the disabled, he thought.

One of the biggest obstacles to the employment of the disabled, the speaker pointed out, was the medical examination that many employers required as a condition of engagement.

Far too often the examinations excluded suitable disabled persons because they could

not meet the physical standards imposed, which frequently bore no relationship to the specific job requirements.

The speaker thought that governments could do much to help the cause of rehabilitation if they were prepared to make the medical standards fit the job for employment in government service. They could also take the lead in providing a number of jobs for the disabled.

In many countries, Mr. Bennett said, employers were awaiting a decisive lead of this kind by their governments.

Views of Organized Labour

In outlining the concerns of organized employees, Alfred Braunthal of the International Confederation of Free Trade Unions, listed the interests mentioned by the groups. They included the establishment of centralized, governmental or government-controlled organizations equipped to establish rules for the rehabilitation and employment of the disabled and with authority to enforce the rules. They were interested in participating in the drafting of laws and rules on these subjects and in their implementation.

They considered that sheltered workshops should be provided for disabled persons who could not be expected to meet the requirements of the general labour market with which they would be faced.

It was their opinion that at all major work places, a certain proportion of jobs should be reserved for the disabled, be it by law, by established rules, or by collective agreements.

They were concerned that fair wages should be paid to the disabled, either the regular wages as fixed by collective agreements or, in case of reduced working capacity, a percentage of the regular wages corresponding to this capacity. They indicated that work councils should adequately protect the interests of handicapped workers on the job.

Views of Organized Employers

Johannes Ammundsen of the International Organization of Employers noted that the placement of the disabled in suitable occupations was the aim of the rehabilitation process. It was generally accepted that medical care and financial support was not sufficient, but that the fullest possible restoration of working abilities was of the greatest importance to the disabled and to the community in which they re-appeared as useful citizens.

The speaker reviewed some of the problems in the placement of disabled persons in employment. Some countries, such as countries with large numbers of war-disabled, had a larger number of disabled persons than others. The general level of employment in a country was also a fact to be considered.

Under conditions of full employment, employers often found it was to their advantage to employ disabled persons in suitable occupations. From an economic point of view, the disabled who returned to the labour market would be a welcome supply of labour.

The success of the efforts of rehabilitation and placement of the disabled within the normal labour market was, to a large degree, dependent on the success of the policy of full employment.

In certain parts of the world, however, the supply of labour far exceeded the demand. In such circumstances, disabled persons would not be expected to find normal occupations on a large scale and the aim must be to encourage useful work in other ways.

Mr. Ammundsen thought that, although there was an increase of interest in the employment of the disabled, there were still employers who did not understand their problems. He noted, also, that disabled persons were often steady workers and that, in conditions of full employment when fluctuations within the labour force were increasing, this became a valuable quality.

Organizations of employers and of labour could help materially in the return of the disabled to the labour market. This was important, not only to the disabled, who thus regained a position as useful workers and citizens, but to the manpower resources they represented because it meant a productive contribution to the national economy.

Views of the Disabled

Raimondo Magnani, President, International Federation of Disabled Workers and Civilian Handicapped, said the number of disabled persons had increased, while at the same time technical progress was limiting the opportunities for employment of unspecialized labour. Therefore, it was obvious that the handicapped must have good opportunities for education and vocational preparation.

He said he had reservations about compulsory employment systems in some countries. He thought that the handicapped person was often assigned to work that did not use his ability to the full. The employer found himself unable to use the handicapped profitably and regarded the compulsory employment of these individuals as an unfair tax on his business.

A system that could place the disabled in suitable positions according to their capabilities and training seemed to the speaker to be the way to help them take their rightful place in society.

Collective Bargaining Scene

Agreements covering 500 or more employees, excluding those in the construction industry

Part I—Agreements Expiring During June, July and August

(except those under negotiation in May)

Company and Location	Union
Anglo-Nfld. Development, Grand Falls, Nfld.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC), IBEW (AFL-CIO/CLC) & Machinists (AFL-CIO/CLC)
Bathurst Power & Paper, Bathurst, N.B.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC), IBEW (AFL-CIO/CLC), Machinists (AFL-CIO/CLC), Plumbers (AFL-CIO/CLC) & International Operating Engineers (AFL-CIO)
Canada & Dominion Sugar, Montreal, Que.	Bakery Wkrs. (CLC)
Copper Rand Chibougamau Mines, Chibougamau, Que.	Steelworkers (AFL-CIO/CLC)
Denison Mines, Elliot Lake, Ont.	Steelworkers (AFL-CIO/CLC)
Dominion Glass, Montreal, Que.	Glass & Ceramic Wkrs. (AFL-CIO/CLC)
Dominion Steel & Coal Corp. (Cdn. Bridge), Walkerville, Ont.	Steelworkers (AFL-CIO/CLC)
Dominion Stores, Montreal & vicinity, Que.	Retail Clerks (AFL-CIO/CLC)
Domtar Newsprint (Woodlands Div.), Riviere Jacques Cartier, Que.	Pulp and Paper Wkrs. Federation (CNTU)
Duplate Canada Ltd., Oshawa, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Fraser Companies, Atholville, Edmunston & Newcastle, N.B.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Hotels & taverns (various), Toronto, Ont.	Hotel Empl. (AFL-CIO/CLC) (beverage dispensers)
Winnipeg Metro., Man.	Public Empl. (CLC)

Part II—Negotiations in Progress During May

(except those concluded in May)

Bargaining

American Motors Canada Ltd., Brampton, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Associated Fur Industries, Toronto, Ont.	Butcher Workmen (AFL-CIO/CLC)
Assn. des Marchands Detaillants (Produits Alimentaires), Quebec, Que.	Commerce & Office Empl. (CNTU)
Assn. Patronale des Services Hospitaliers (5 hospitals), Arthabaska, Drummondville & Nicolet, Que.	Service Empl. Federation (CNTU)
Assn. Patronale des Services Hospitaliers, Quebec, Que.	Service Empl. Federation (CNTU) (female empl.)
Assn. Patronale des Services Hospitaliers, Quebec, Que.	Service Empl. Federation (CNTU) (male empl.)
Babcock-Wilcox & Goldie-McCulloch, Galt, Ont.	Steelworkers (AFL-CIO/CLC)
Bowaters Mersey Paper, Anglo-Cdn. Pulp & Paper, Domtar Newsprint & James MacLaren Co., N.S. & Que.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & IBEW (AFL-CIO/CLC)
British Columbia Forest Products, Crofton, Celgar Ltd., Watson Island & Rayonier Canada Ltd., Woodfibre, B.C.	Pulp & Paper Wkrs. of Canada (Ind.)
B.C. Hydro & Power Authority	IBEW (AFL-CIO/CLC)
B.C. Hydro & Power Authority	Office Empl. (AFL-CIO/CLC)
Building maintenance & window cleaning contractors, Vancouver, B.C.	Bldg. Service Empl. (AFL-CIO/CLC)
Calgary City, Alta.	Public Empl. (CLC) (inside empl.)
Calgary City, Alta.	Public Empl. (CLC) (outside empl.)
Calgary General Hospital, Calgary, Alta.	Public Empl. (CLC)
Calgary Power & Farm Electric Services, Alta.	Calgary Power Empl. Assn. (Ind.)
Canada Cement, N.B., Que., Ont., Man., & Alta.	Cement Wkrs. (AFL-CIO/CLC)
Canada Iron Foundries, Three Rivers, Que.	Moulders (AFL-CIO/CLC)
CNR, North Sydney, N.S.	ILA (AFL-CIO/CLC)
CPA, system-wide	Machinists (AFL-CIO/CLC)
Chrysler Canada Ltd., Windsor, Ont.	Auto Workers, (AFL-CIO/CLC) (office empl.)
Commission des Ecoles Catholiques, Montreal, Que.	Public Service Empl. Federation (CNTU) (maintenance empl.)

Company and Location	Union
Commission des Ecoles Catholiques, Montreal, Que.	Public Service Empl. Federation (CNTU) (office empl.)
Consolidated Paper, Cap de la Madeleine & Three Rivers, Que.	Papermakers (AFL-CIO/CLC) & Pulp and Paper Mill Wkrs. (AFL-CIO/CLC)
Consolidated Paper, Grand'Mere, Que.	Papermakers (AFL-CIO/CLC) & Pulp and Paper Mill Wkrs. (AFL-CIO/CLC)
Consolidated Paper, Port Alfred, Que.	Pulp & Paper Wkrs. Federation (CNTU)
Consolidated Paper, Shawinigan, Que.	Papermakers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Council of Printing Industries, Toronto, Ont.	Typographical Union (AFL-CIO/CLC)
Consumers' Gas Co., Toronto & other centres, Ont.	Chemical Wkrs. (AFL-CIO/CLC)
David & Frère, Montreal, Que.	Commerce & Office Empl. (CNTU)
DeHavilland Aircraft, Malton & Toronto, Ont.	Auto Workers (AFL-CIO/CLC)
Dominion Coal, Glace Bay, N.S.	Mine Wkrs. (Ind.)
Dominion Rubber (Tire Div.), Kitchener, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Dominion Steel & Coal Corp., Sydney, N.S.	Steelworkers (AFL-CIO/CLC)
Domtar Newsprint & Domtar Construction Materials, Donnacona, Que.	Pulp & Paper Wkrs. Federation (CNTU)
Domtar Newsprint, Red Rock, Ont.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC), IBEW (AFL-CIO/CLC), & International Operating Engineers (AFL-CIO)
Domtar Pulp & Paper (Howard Smith Paper Div.), Cornwall, Ont.	Papermakers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Donohue Brothers Limited, Clermont, Que.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
E.B. Eddy, Hull, Que.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & Machinists (AFL-CIO/CLC)
E.S. & A. Robinson (Can.), Leaside, Ont.	Printing Pressmen (AFL-CIO/CLC)
Edmonton City, Alta.	Fire Fighters (AFL-CIO/CLC)
Edmonton Public School Board, Edmonton, Alta.	Public Empl. (CLC) (caretakers)
Employing Printers' Assn. of Montreal, Montreal, Que.	Bookbinders (AFL-CIO/CLC)
Employing Printers' Assn. of Montreal, Montreal, Que.	Printing Pressmen (AFL-CIO/CLC)
Fairey Aviation, Eastern Passage, N.S.	Machinists (AFL-CIO/CLC)
Fur Mfrs. Guild, Montreal, Que.	Butcher Workmen (AFL-CIO/CLC)
Fur Trade Assn. of Canada, Montreal, Que., Toronto, Ont. & Winnipeg, Man.	Butcher Workmen (AFL-CIO/CLC)
B.F. Goodrich, Kitchener, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Great Lakes Paper, Fort William, Ont.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC), IBEW (AFL-CIO/CLC), & International Operating Engineers (AFL-CIO)
Hamilton City, Ont.	Public Empl. (CLC) (outside empl.)
Hollinger Consolidated Gold Mines, Timmins, Ont.	Steelworkers (AFL-CIO/CLC)
Hospitals (9), Hull, Buckingham & other centres, Que.	Service Empl. Federation (CNTU)
Hotel Chateau Frontenac (CPR), Quebec, Que.	Railway, Transport & General Wkrs. (CLC)
Hotel Dieu, St. Vallier, Chicoutimi, Que.	Service Empl. Federation (CNTU)
Hotel Royal York (CPR), Toronto, Ont.	Hotel Empl. (AFL-CIO/CLC)
Imperial Tobacco & subsids., Ont. & Que.	Tobacco Wkrs. (AFL-CIO/CLC)
International Harvester Co. of Canada, Chatham, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Kimberly-Clark Paper, Terrace Bay, Ont.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & IBEW (AFL-CIO/CLC)
KVP Company, Espanola, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
MacDonald Tobacco, Montreal, Que.	Tobacco Wkrs. (AFL-CIO/CLC)
Manitoba Telephone System	Man. Telephone Assn. (Ind.) (clerical & maintenance empl.)
Manitoba Telephone System	IBEW (AFL-CIO/CLC) (electrical craft empl.)
Marathon Corp., Marathon, Ont.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
McIntyre Porcupine Mines, Schumacher, Ont.	Steelworkers (AFL-CIO/CLC)
Men's Clothing Mfrs. Assn. of Ontario, Toronto, Ont.	Amalgamated Clothing Wkrs. (AFL-CIO/CLC)
Motor Transport Industrial Relations Bureau, Ont.	Teamsters (Ind.) (mechanics)
Northern Electric, Belleville, Ont. & Montreal, Que.	Northern Electric Empl. Assn. (Ind.)
Northern Electric, Montreal, Que.	Northern Electric Office Empl. Assn. (Ind.)
New Brunswick Power Commission, province-wide	IBEW (AFL-CIO/CLC)
Old Sydney Collieries, Sydney Mines, N.S.	Mine Wkrs. (Ind.)

Company and Location	Union
Ontario-Minnesota Paper, Fort Frances & Kenora, Ont.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC), IBEW (AFL-CIO/CLC), Machinists (AFL-CIO/CLC), Firemen & Oilers (AFL-CIO/CLC), Carpenters (AFL-CIO/CLC) & International Operating Engineers (AFL-CIO)
Ontario Paper, Thorold, Ont.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC), IBEW (AFL-CIO/CLC), Machinists (AFL-CIO/CLC), Firemen & Oilers (AFL-CIO/CLC), Plumbers (AFL-CIO/CLC), Carpenters (AFL-CIO/CLC), ILA (AFL-CIO/CLC) & International Operating Engineers (AFL-CIO)
Price Bros., Dolbeau, Kenogami & Shipshaw, Que.	Bush Wkrs., Farmers' Union (Ind.)
Price Bros., Kenogami & Riverbend, Que.	Pulp & Paper Wkrs. Federation (CNTU)
Provincial Paper, Thorold, Ont.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Quebec Hydro-Electric Commission, Montreal & other centres	Quebec Hydro-Electric Commission Office Empl. Syndicate (Ind.)
Quebec Iron & Titanium, Sorel, Que.	Metal Trades' Federation (CNTU)
RCA Victor, Montreal, Que.	RCA Salaried Empl. Assn. (Ind.)
Saskatchewan Government	Sask. Govt. Empl. Assn. (Ind.) (labour service empl.)
Saskatchewan Power Corp.	Oil Wkrs. (AFL-CIO/CLC)
Sask. Provincial Hospitals, Moose Jaw, North Battleford, Prince Albert & Weyburn, Sask.	CLC-chartered local & Public Empl. (CLC)
Saskatoon City, Sask.	Public Empl. (CLC) (inside & outside empl.)
Shell Oil, Montreal, Que.	Shell Empl. Council (Ind.)
Silverwood Dairies, Toronto, Ont.	Retail, Wholesale Empl. (AFL-CIO/CLC)
Spruce Falls Power & Paper & Kimberley-Clark of Canada, Kapuskasing, Ont.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & IBEW (AFL-CIO/CLC)
Steinberg's Ltd., Island of Montreal, Que.	Steinberg's Empl. Protective Assn. (Ind.)
Steinberg's Ltd., Island of Montreal, Que.	Steinberg's Warehouse & Transport Empl. Assn. (Ind.)
University of Saskatchewan, Saskatoon, Sask.	CLC-chartered local
Winnipeg City, Man.	Public Empl. (CLC)

Conciliation Officer

Abitibi Power & Paper & subsids., Que., Ont. & Man.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs., (AFL-CIO/CLC), Machinists (AFL-CIO/CLC), IBEW (AFL-CIO/CLC) & International Operating Engineers (AFL-CIO)
Asbestos Corp. & Flintkote Mines, Thetford Mines, Que.	Mining Empl. Federation (CNTU)
Atomic Energy of Canada, Chalk River & Deep River, Ont.	Atomic Energy Allied Council (AFL-CIO/CLC)
Cdn. International Paper & New Brunswick International Paper, N.B. & Que.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC), International Operating Engineers (AFL-CIO), IBEW (AFL-CIO/CLC), Machinists (AFL-CIO/CLC) & Plumbers (AFL-CIO/CLC)
Cdn. Marconi, Montreal, Que.	Marconi Empl. Council (Ind.)
Consolidated Paper, Nicauba, Que.	Bush Wkrs., Farmers' Union (Ind.)
Consolidated Paper, Trenche Dist., Que.	Bush Wkrs., Farmers' Union (Ind.)
Dow Brewery, Montreal & Quebec, Que.	Brewery Wkrs. (AFL-CIO/CLC)
Dunlop Canada Limited, Toronto, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Eldorado Mining & Refining, Eldorado, Sask.	Mine, Mill & Smelter Wkrs. (Ind.)
Fisheries Assn. of B.C.	United Fishermen (Ind.) (canned & cold storage empl.)
Fisheries Assn. of B.C.	United Fishermen (Ind.) (tendermen)
Fittings Limited, Oshawa, Ont.	Steelworkers (AFL-CIO/CLC)
Fraser Valley Milk Producers' Assn. & other dairies, Vancouver & New Westminster, B.C.	Teamsters (Ind.)
Hamilton City, Ont.	Public Empl. (CLC) (inside empl.)
Hawker Siddeley (Cdn. Car Div.), Fort William, Ont.	Auto Wkrs. (AFL-CIO/CLC)
H.J. Heinz Co. of Canada, Leamington, Ont.	Packinghouse Wkrs. (AFL-CIO/CLC)
Hudson Bay Mining & Smelting, Flin Flon, Man.	CLC-chartered local, Machinists (AFL-CIO/CLC), IBEW (AFL-CIO/CLC), Boilermakers (AFL-CIO/CLC), Carpenters (AFL-CIO/CLC), Painters (AFL-CIO/CLC) & International Operating Engineers (AFL-CIO)
International Harvester Co. of Canada, Hamilton, Ont.	Steelworkers (AFL-CIO/CLC)

Company and Location	Union
Kellogg Company, London, Ont.	Millers (AFL-CIO/CLC)
London City, Ontario	Public Empl. (CLC) (outside empl.)
Manitoba Hydro	IBEW (AFL-CIO/CLC)
Molson's Brewery Quebec Ltd., Montreal, Que.	Molson's Empl. Assn. (Ind.)
Montreal Transportation Commission, Montreal, Que.	Public Service Empl. Federation (CNTU)
Ocean Cement Limited, Greater Vancouver, Fraser Valley & Vancouver Island, B.C.	Teamsters (Ind.)
Provincial Transport, Montreal, Que.	Public Service Empl. Federation (CNTU)
Quebec North Shore Paper Baie Comeau, Que. & Manicouagan Power Co.	Papermakers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Rio Algom Mines (Nordic Mine), Algoma Mills, Ont.	Steelworkers (AFL-CIO/CLC)
Union Carbide (Metals & Carbon Div.), Welland, Ont.	UE (Ind.)

Conciliation Board

Brewers Warehousing, province-wide, Ont.	Brewery Wkrs. (AFL-CIO/CLC)
Cdn. Canners, Vancouver & Penticton, B.C.	Packinghouse Wkrs. (AFL-CIO/CLC)
Cdn. Johns-Manville, Port Union, Ont.	Chemical Wkrs. (AFL-CIO/CLC)
Hotel Chateau Laurier (CNR), Ottawa, Ont.	Railway, Transport & General Wkrs. (CLC)
National Harbours Board, Montreal, Que.	CNTU-chartered local
Phillips Cables Ltd., Brockville, Ont.	IUE (AFL-CIO/CLC)
Toronto Electric Commissioners, Toronto, Ont.	Public Empl. (CLC)
Victoria Hospital, London, Ont.	Building Service Empl. (AFL-CIO/CLC)

Post-Conciliation Bargaining

CBC, company-wide	Moving Picture Machine Operators (AFL-CIO/CLC)

Arbitration

Quebec Hydro (Shawinigan Water & Power), Que.	Public Service Empl. Federation (CNTU)

Work Stoppage

Anaconda American Brass, New Toronto, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Hiram Walker & Sons, Walkerville, Ont.	Distillery Wkrs. (AFL-CIO/CLC)

Part III—Settlements Rearched During May

(A summary of major terms on the basis of the information immediately available. Figures on the number of employees covered are approximate.)

American Can Co. of Canada, Hamilton, Simcoe, Ont. & Montreal, Que.—CLC-chartered locals: 38-mo. agreement covering 1,400 empl.—wage increases of 10¢ an hr. retroactive to Jan. 1, 1965, 4¢ an hr. eff. Jan. 1, 1966 and 7¢ an hr. eff. Jan. 1, 1967; increment between job classes increased Jan. 1, 1965 at a cost of 2¢ an hr. and Jan. 1, 1967 at a cost of 2¢ an hr.; weekly benefit under SUB plan increased to 70% of wages payable up to 5 yrs. for empl. with 10 or more yrs. of service and up to 2 yrs. for empl. with 2 but less than 10 yrs. of service; disability pay to be 70% of wages; pension increased to $5.50 a mo. per yr. of service (formerly $3.25 a mo.); present pensioners to receive $15 a mo. additional; rate for labourer Jan. 1, 1967 will be $2.57 an hr.; agreement to expire March 1, 1968.

Bowater's Nfld. Pulp & Paper, Corner Brook, Nfld.—Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC), IBEW (AFL-CIO/CLC) & Machinists (AFL-CIO/CLC): new agreement covering 1,200 empl.—terms of settlement not immediately available.

B.C. Hotels Assn., New Westminster, Burnaby & Fraser Valley, B.C.—Hotel Empl. (AFL-CIO/CLC): 3-yr. agreement covering 850 empl.—wage increases of 15¢ an hr. retroactive to Jan. 1, 1965, 10¢ an hr. eff. Jan. 1, 1966 and 15¢ an hr. eff. Jan. 1, 1967 for bartenders and waiters; wage increases of 12¢ an hr. retroactive to Jan. 1, 1965, 8¢ an hr. eff. Jan. 1, 1966 and 12¢ an hr. eff. Jan. 1, 1967 for hotel service wkrs.; rate for waitress and bell boy Jan. 1, 1967 will be $1.42 an hr.; agreement to expire Dec. 31, 1967.

B.C. Hotels Assn., Vancouver, B.C.—Hotel Empl. (AFL-CIO/CLC) (beverage dispensers): 3-yr. agreement covering 900 empl.—general wage increases of 15¢ an hr. retroactive to Jan. 1, 1965, 10¢ an hr. eff. Jan. 1, 1966 and 15¢ an hr. eff. Jan. 1, 1967; rate for waiter Jan. 1, 1967 will be $2.15 an hr.; agreement to expire Dec. 31, 1967.

Canadair, Ville St. Laurent, Que.—Machinists (AFL-CIO/CLC): 30-mo. agreement from June 1965 covering 3,000 empl.—wage increases ranging from 9¢ to 15¢ an hr. retroactive to Oct. 3, 1964, 6¢ to 13¢ an hr. eff. June 4, 1965 and 5¢ to 7¢ an hr. eff. June 4, 1966; 4 wks. vacation after 20 yrs. of service in 1966 (at present after 25 yrs.); weekly indemnity to be $45 (formerly $40) payable up to 26 wks.; group life insurance increased to $6,000 (formerly $4,500); empl. to receive 1¢ an hr. per .5 increase in the Consumer Price Index eff. June 1967; Rand Formula to be adopted if accepted by two-thirds of empl.; rates will be $2.04 an hr. for labourer and $2.88 an hr. for tradesmen June 4, 1966; agreement to expire Dec. 1, 1967.

Cdn. Industries Limited, Brownsburg, Que.—Mine Wkrs. (Ind.): 2-yr. agreement covering 870 empl.—wage increases ranging from 8¢ to 17¢ an hr. eff. May 10, 1965 and 8¢ an hr. eff. May 8, 1966; additional wage increase of 5¢ an hr. for certain empl. eff. May 5, 1966; 9 paid holidays (formerly 8); 3 wks. vacation after 8 yrs. of service (formerly 10 yrs.), 4 wks. vacation after 20 yrs. of service (formerly 25 yrs.) and 5 wks. vacation after 25 yrs. of service (new provision); night shift premium increased to 13¢ an hr. (formerly 11¢) in 1965 and to 15¢ an hr. in 1966; rates will be $1.96 an hr. for labourer and $2.82 an hr. for machinist, stationary engineer and electrician May 8, 1966; agreement to expire May 9, 1967.

Cdn. Johns-Manville, Asbestos, Que.—Mining Empl. Federation (CNTU): 3-yr. agreement covering 1,800 empl.—wage increases ranging from 4¢ to 8¢ an hr. retroactive to Feb. 1, 1965, 5¢ to 10¢ an hr. eff. Feb. 1, 1966 and 5¢ to 10¢ an hr. eff. Feb. 1, 1967 for empl. in mining operations; wage increases ranging from 3¢ to 7¢ an hr. retroactive to Feb. 1, 1965, 4¢ to 9¢ an hr. eff. Feb. 1, 1966 and 4¢ to 9¢ an hr. eff. Feb. 1, 1967 for empl. in manufacturing operations; 4 wks. vacation after 20 yrs. of service (formerly after 25 yrs.) and 5 wks. vacation after 25 yrs. of service (new provision); evening and night shift premiums to be 8¢ and 13¢ an hr. respectively (formerly 8¢ and 12¢) in 1965, 9¢ and 13¢ an hr. respectively in 1966 and 9¢ and 14¢ an hr. respectively in 1967; weekly indemnity increased to $50 (formerly $37) payable up to 26 wks. and employer to pay full premiums (formerly 50%); employer and union to discuss prospect of increasing weekly indemnity to $60 in 1967; employer to pay full premiums for life insurance; new provision for 6 mos. notice to union regarding technological changes; rates will be $2.23 an hr. for labourer and $2.90 an hr. for electrician Feb. 1, 1967; agreement to expire Jan. 31, 1968.

Cdn. Sugar Factories, Picture Butte, Raymond & Taber, Alta.—CLC-chartered locals: 2-yr. agreement covering 500 empl.—wage increases ranging from 5¢ to 7¢ an hr. eff. July 1, 1965 and 5¢ to 8¢ an hr. eff. July 1, 1966; rates July 1, 1966 will be $1.55 an hr. for temporary labourer and $2.21 an hr. for permanent labourer; agreement to expire June 30, 1967.

Catelli Food Products, Montreal, Que.—Bakery Wkrs. (CLC): 3-yr. agreement covering 500 empl.—settlement pay of $60 for male empl. and $45 for female empl.; general wage increases of 10¢ an hr. eff. June 1, 1965, 7¢ an hr. eff. Jan. 1, 1966 and 8¢ an hr. eff. Jan. 1, 1967; 3 wks. vacation after 13 yrs. of service (formerly after 15 yrs.) in 1965, after 12 yrs. of service in 1966, and after 10 yrs. of service in 1967; female base rate (after 3 mos.) will be $1.24 an hr. and male base rate (after 3 mos.) will be $1.78 an hr. Jan. 1, 1967; agreement to expire Jan. 1, 1968.

Cockshutt Farm Equipment of Canada, Brantford, Ont.—Auto Wkrs. (AFL-CIO/CLC): 3-yr. agreement covering 750 empl.—wage increases of 11¢ an hr. plus an additional 7¢ an hr. for skilled trades in 1965, 6¢ an hr. or 2½%, whichever is greater in 1966 and 7¢ an hr. or 2.8%, whichever is greater, in 1967; 10 paid holidays (formerly 8); weekly indemnity to be $60 (formerly $45) payable up to 26 wks.; life insurance to range from $5,500 to $8,000 (formerly $4,000); double time for working Sundays and paid holidays (formerly time and one half); agreement to expire on April 9, 1968.

Dominion Rubber (Footwear & Warehouse Divs.), Kitchener & Guelph, Ont.— Rubber Wkrs. (AFL-CIO/CLC): 2-yr. agreement covering 850 empl.—wage increases of 7¢ an hr. eff. June 1, 1965 and 7¢ an hr. eff. June 1, 1966 for male empl. and 3½¢ an hr. eff. June 1, 1965 and 3½¢ an hr. eff. June 1, 1966 for female empl.; 10 paid holidays (formerly 9); 3 wks. vacation after 5 yrs. of service (formerly after 10 yrs.) and 4 wks. vacation after 19 yrs. of service (formerly after 22 yrs.) in 1965; 4 wks. vacation after 15 yrs. of service and 5 wks. vacation after 25 yrs. of service in 1966; rate for labourer will be $1.75 an hr. June 1, 1966; agreement to expire May 31, 1967.

Eastern Canada Stevedoring & other companies, Toronto, Ont.—ILA (AFL-CIO/CLC): 3-yr. agreement covering 550 empl.—wage increases of 12¢ an hr. retroactive to Jan. 1, 1965, 7¢ an hr. eff. Jan. 1, 1966 and 7¢ an hr. eff. Jan. 1, 1967; rate for longshoreman Jan. 1, 1967 will be $2.64 an hr.; agreement to expire Dec. 31, 1967.

E.B. Eddy, Parent & Lower Dumoine, Que.—Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC): 2-yr. agreement covering 500 empl.—wage increases of 10¢ an hr. eff. May 1, 1965 and 5¢ an hr. eff. May 1, 1966 for labourers; wage increases ranging from 20¢ to 55¢ per cord eff. May 1, 1965 and 10¢ to 20¢ per cord eff. May 1, 1966 for piece wkrs.; 2 additional paid holidays (St. Jean Baptiste Day and Labour Day) in 1965 (formerly 1 paid holiday) and New Year's Day to be fourth paid holiday in 1966; rate for labourer May 1, 1966 will be $1.38 an hr.; agreement to expire April 30, 1967.

Firestone Tire & Rubber, Hamilton, Ont.—Rubber Wkrs. (AFL-CIO/CLC): 3-yr. agreement covering 1,200 empl.—settlement pay of $30; general wage increases of 10¢ an hr. for incentive wkrs., 14¢ an hr. for day wkrs., and 22¢ an hr. for skilled trades in 1965; 6¢ an hr. for incentive wkrs., and 7¢ an hr. for day wkrs. in 1966; 6¢ an hr. for incentive wkrs., and 7¢ an hr. for day wkrs. in 1967; life insurance increased to $6,000 (formerly $5,000) for male empl. and to $4,500 (formerly $3,500) for female empl.; improvements in SUB plan; basic pension at age 65 to be $4.25 a mo. per yr. of service (formerly $2.80); supplementary pensions, covering period between retirement and eligibility for Old Age Security, increased to $4.25 a mo. per yr. of service (formerly $2.20); agreement to expire in 1968.

Fry-Cadbury Ltd., Montreal, Que.—Bakery Wkrs. (CLC): 2-yr. agreement covering 500 empl.—general wage increases of 8¢ an hr. retroactive to Oct. 24, 1964, 3¢ an hr. eff. Oct. 24, 1965 and 4¢ an hr. eff. April 1, 1966; additional adjustment of 10¢ an hr. for empl. in mechanical dept.; 9 paid holidays (formerly 8); 4 wks. vacation after 25 yrs. of service (new provision); rate for labourer April 1, 1966 will be $1.83½ an hr.; agreement to expire Oct. 27, 1966.

Goodyear Tire & Rubber, Bowmanville, Ont.—Rubber Wkrs. (AFL-CIO/CLC): 3-yr. agreement covering 550 empl.—settlement pay of $25; wage increases of 10¢ an hr. eff. May 3, 1965, 7¢ an hr. eff. Feb. 20, 1966 and 7¢ an hr. eff. Feb. 20, 1967; additional wage increases of 5¢ an hr. for tradesmen and 12¢ an hr. for engineers eff. May 3, 1965; wage increases of 8¢ an hr. eff. May 3, 1965, 6¢ an hr. eff. Feb. 20, 1966 and 6¢ an hr. eff. Feb. 20, 1967 for incentive wkrs.; additional paid holiday; 2 wks. vacation after 1 yr. of service (formerly after 3 yrs.), 3 wks. vacation after 5 yrs. of service (formerly after 10 yrs.), 4 wks. vacation after 15 yrs. of service (formerly after 22 yrs.) and 5 wks. vacation after 25 yrs. of service (new provision); pension improvements similar to those negotiated in the automobile industry; pension plan to include guarantee of 5 yrs.

payment of pensions to next-of-kin in event of death of pensioner; benefits under SUB plan (62% of gross pay plus $7.50 for dependents) to be a maximum of $84 a wk.; short work wk. benefits introduced in SUB plan; group life and accidental death and dismemberment insurance increased to $6,000 for male empl. and $4,500 for female empl.; life insurance for retired empl. increased to $3,000 for male empl. and $2,250 for female empl.; employer to pay full premiums for Ontario hospital insurance and to adopt Blue Cross Drug Prescription Plan; employer contribution toward hospital insurance to be included in earnings for computation of vacation pay; weekly indemnity to be $60 for male empl. and $45 for female empl., payable up to 36 wks. for empl. with less than 2 yrs. of service and up to 52 wks. for empl. with 2 or more yrs. of service; rate for janitor Feb. 20, 1967 will be $2.26 an hr.; agreement to expire Feb. 20, 1968.

Goodyear Tire & Rubber, New Toronto, Ont.—Rubber Wkrs. (AFL-CIO/CLC): 3-yr. agreement covering 1,850 empl.—terms similar to Goodyear Tire & Rubber, Bowmanville settlement (above); rate for janitor Feb. 20, 1967 will be $2.26 an hr.; agreement to expire Feb. 20, 1968.

Hopital General St-Vincent de Paul, Hopital d'Youville et Hospice du Sacre-Cœur, Sherbrooke, Que.—Service Empl. Federation (CNTU): 1-yr. agreement covering 1,400 empl.—wage rates to be $1 a wk. less than those paid by French-speaking hospitals in Montreal, retroactive to Jan. 1, 1965; work wk. for Nursing Dept. (excludes professional nurses) to be 37½ hrs. (formerly 40 hrs.); 3 wks. vacation after 5 yrs. of service (formerly after 6 yrs.) and 4 wks. vacation after 10 yrs. of service (formerly after 12 yrs.); evening and night shift premium becomes $1 a day (formerly $3 a wk.); broken shift premium of $1 a day introduced; empl. with 10 yrs. of service to be paid premium of $5 a wk.; salary for nursing aide after 1 yr. of service becomes $55 a wk.; agreement to expire Dec. 31, 1965.

Hospitals (7), Three Rivers, Cap de la Madeleine, Grand'Mere, Shawinigan & La Tuque, Que.—Service Empl. Federation (CNTU): 1-yr. agreement covering 1,000 empl.—wage rates to be $1 a wk. less than those of French-speaking hospitals in Montreal, retroactive to Jan. 1, 1965; work wk. for Nursing Dept. (excludes professional nurses) to be 37½ hrs. (formerly 40 hrs.); 2 wks. vacation after 1 yr. of service (formerly after 3 yrs.), 3 wks. vacation after 5 yrs. of service (formerly after 8 yrs.) and 4 wks. vacation after 12 yrs. of service (new provision); evening and night shift premium becomes $1 a day (formerly $3 a wk.); broken shift premium of $1 a day introduced; empl. with 10 yrs. of service to be paid premium of $5 a wk.; premium for group leaders increased to $5 a wk. (formerly $3 a wk.); salary for nursing aide after 1 yr. of service Jan. 1, 1965 becomes $55 a wk.; agreement to expire Dec. 31, 1965.

John Inglis Co. Limited, Toronto & Scarborough, Ont.—Steelworkers (AFL-CIO/CLC): 3-yr. agreement covering 1,700 empl.—settlement pay of $16 for hourly and incentive empl. and $32 for skilled trades for period April 1 to May 10, 1965; general wage increases of 7¢ an hr. eff. May 10, 1965 and 5¢ an hr. eff. April 1, 1967; additional wage increase of 7¢ an hr. for skilled trades eff. May 10, 1965; CWS plan to be adopted April 1, 1966 establishing increment of 5¢ between job classes at a maximum cost of 13¢ an hr.; guarantee of 8 paid holidays regardless of day on which they fall; normal pensionable age to be reduced to 65 yrs. (formerly 70 yrs.) without reduction in benefits on a graduated basis provided for in Canada Pension Plan; empl. entitled to vesting rights at age 40 after 10 yrs. of service; employer to pay full premiums toward group life insurance, medical insurance and sickness and accident plan (at present 67%) in 1966 and to continue paying full premiums for hospital insurance; weekly indemnity, payable up to 26 wks., to be increased to $50 (at present $42) in 1966; bereavement leave of 3 days in 1967 (new provision); weekly benefits under SUB plan to be increased in 1967 to $30 a wk. (at present $20) payable up to 30 wks. and employer to continue contributing 3¢ an hr. toward SUB fund; agreement to expire April 1, 1968.

Lake Asbestos of Quebec, Black Lake, Que.—Mining Empl. Federation (CNTU): 3-yr. agreement covering 500 empl.—wage increases ranging from 4¢ an hr. to 8¢ an hr. retroactive to Jan. 1, 1965, 4¢ an hr. to 8¢ an hr. eff. Jan. 1, 1966 and 5¢ an hr. to 10¢ an hr. eff. Jan. 1, 1967; improvements in sickness insurance plan; pension fund contributions now entirely company-paid; agreement to expire Dec. 31, 1967.

MacMillan, Bloedel & Powell River, British Columbia Forest Products, Crown Zellerbach Canada Limited & Elk Falls Co., B.C. coast—Papermakers (AFL-CIO/CLC): 1-yr. agreement covering 940 empl.—wage increase of 15¢ an hr. eff. July 1, 1965; supplementary vacations with pay, in addition to the regular annual vacation, of 1 wk. in 10th yr. of service, 2 wks. in 15th yr. of service, 3 wks. in 20th yr. and 25th yr. of service, 4 wks. in 30th yr. and 35th yr. of service and 5 wks. in 40th yr. of service; time lost as a result of non-occupational accident or illness, up to a period of 1 yr., to be considered as qualifying time worked for annual vacation; new contributory pension arrangement to supersede previous pension plan—benefits at normal retirement to be at least equal to benefits under previous plan and Canada Pension Plan; pension benefits to be ¾% per yr. of earnings up to maximum pensionable earnings under Canada Pension Plan and 1½% per yr. of earnings above maximum pensionable earnings under Canada Pension Plan; contributions by empl. to be 2% of annual earnings up to maximum pensionable earnings under Canada Pension Plan and 4% of annual earnings above maximum pensionable earnings under Canada Pension Plan; rate for labourer July 1, 1965 will be $2.44 an hr.; agreement to expire June 30, 1966.

MacMillan, Bloedel & Powell River, Cdn. Forest Products, Crown Zellerbach Canada Limited, Elk Falls Co. & Rayonier Canada Ltd., B.C. coast—Pulp & Paper Mill Wkrs. (AFL-CIO/CLC): 1-yr. agreement covering 5,100 empl.—wage increase of 15¢ an hr. eff. July 1, 1965; supplementary vacations with pay, in addition to the regular annual vacation, of 1 wk. in 10th yr. of service, 2 wks. in 15th yr. of service, 3 wks. in 20th yr. and 25th yr. of service, 4 wks. in 30th yr. and 35th yr. of service and 5 wks. in 40th yr. of service; time lost as a result of non-occupational accident or illness, up to a period of 1 yr., to be considered as qualifying time worked for annual vacation; new contributory pension arrangement to supersede previous pension plan—benefits at normal retirement to be at least equal to benefits under previous plan and Canada Pension Plan; pension benefits to be ¾% per yr. of earnings up to maximum pensionable earnings under Canada Pension Plan and 1½% per yr. of earnings above maximum pensionable earnings under Canada Pension Plan; contributions by empl. to be 2% of annual earnings up to maximum pensionable earnings under Canada Pension Plan and 4% of annual earnings above maximum pensionable earnings under Canada Pension Plan; rate for labourer July 1, 1965 will be $2.44 an hr.; agreement to expire June 30, 1966.

Nfld. Employers' Assn., St. John's, Nfld.—Longshoremen's Protective Union (Ind.): 3½-yr. agreement covering 550 empl.—wage increases ranging from 4¢ to 9¢ an hr. eff. May 22, 1965, 4¢ to 9¢ an hr. eff. Jan. 1, 1966 and 4¢ to 9¢ an hr. eff. Jan. 1, 1967; vacation pay to be 8¢ for each hr. worked during the yr.; rate for stevedores handling general cargo on day hrs. Jan. 1, 1967 will be $2.02 an hr.; agreement to expire Dec. 31, 1968.

Rothmans of Pall Mall Canada Ltd., Quebec, Que.—Tobacco Wkrs. (AFL-CIO/CLC): 3-yr. agreement covering 500 empl.—general wage increases of 10¢ an hr. retroactive to March 20, 1965, 8¢ an hr. eff. March 20, 1966 and 8¢ an hr. eff. March 20, 1967; 2 wks. vacation after 1 yr. of service (formerly after 2 yrs.); 3 wks. vacation after 10 yrs. of service (maintained); 4 wks. vacation after 20 yrs. of service (formerly after 25 yrs.) and 5 wks. vacation after 30 yrs. of service (new provision); afternoon shift premium increased to 13¢ an hr. (formerly 10¢); weekly indemnity for married men to be $60 (formerly $50) and $35 for married women and single empl. (formerly $30) payable up to 26 wks.; employer pays 50% of health insurance premiums and deductible amount to be $25 per family (formerly $75); base rates will be $2.19 an hr. for female empl. and $2.55 an hr. for male empl. March 20, 1967; agreement to expire March 19, 1968.

Studebaker-Packard of Canada, Hamilton, Ont.—Auto Wkrs. (AFL-CIO/CLC): 3-yr. agreement covering 800 empl.—settlement pay of $35; general wage increases of 6¢ an hr. eff. May 17, 1965, 6¢ an hr. eff. Jan. 15, 1966 and 6¢ an hr. eff. Jan. 15, 1967; additional wage increase of 8¢ an hr. for skilled trades eff. May 17, 1965; 10 paid holidays (formerly 8); vacation pay increased to 5% of earnings (formerly 3½%) after 3 yrs. of service, 6¼% (formerly 5%) after 5 yrs. of service, 7% (formerly 6¼%) after 10 yrs. of service; evening and night shift premiums to be 12¢ an hr. and 15¢ an hr. respectively (formerly 10¢ an hr.); bereavement leave of 3 days for death in immediate family and 1 day for death of in-laws to be granted; group life insurance increased to $5,500 (formerly $4,500); life insurance for retired empl. to be $1,500 (formerly $750); accidental death and dismemberment benefit increased to $3,000 (formerly $2,000); weekly indemnity increased to $60 payable up to 52 wks. (formerly $45 payable up to 26 weeks.); settlement includes pension and SUB arrangements similar to those in General Motors agreement (L.G., Jan., p. 45); rate for labourer Jan. 15, 1967 will be $2.47 an hr.; agreement to expire Jan. 15, 1968.

Thompson Products, St. Catharines, Ont.—Thompson Products Empl. Assn. (Ind.): 3-yr. agreement covering 930 empl.—general wage increases of 4¢ an hr. eff. May 1, 1965, 5¢ an hr. eff. May 1, 1966 and 6¢ an hr. eff. May 1, 1967; additional wage increase of 6¢ an hr. for skilled trades eff. May 1, 1965; provision for 9 paid holidays (formerly 8) in 1965, 10 paid holidays in 1966 and 11 paid holidays in 1967; amendments to vacation plan: eff. in 1965—2 wks. vacation with 80 hrs. pay after 1 yr. of service, 2 wks. vacation with 90 hrs. pay after 3 yrs. of service, 2 wks. vacation with 110 hrs. pay after 5 yrs. of service, 2 wks. vacation with 120 hrs. pay after 10 yrs. of service, 3 wks. vacation with 150 hrs. pay after 15 yrs. of service, 3 wks. vacation with 160 hrs. pay after 20 yrs. of service, 4 wks. vacation with 180 hrs. pay after 25 yrs. of service; eff. in 1966—2 wks. vacation with 100 hrs. pay after 3 yrs. of service, 2 wks. vacation with 120 hrs. pay after 5 yrs. of service, 3 wks. vacation with 140 hrs. pay after 10 yrs. of service, 3 wks. vacation with 160 hrs. pay after 15 yrs. of service, 3 wks. vacation with 180 hrs. pay after 20 yrs. of service and 4 wks. vacation with 200 hrs. pay after 25 yrs. of service; employer to pay full premiums toward medical insurance and Ontario hospital insurance (formerly 50%) for retired empl.; company contribution toward SUB to be 4¢ an hr. eff. Jan. 1, 1966; rate for labourer May 1, 1967 will be $2.21 an hr.; agreement to expire May 1, 1968.

Toronto Star, Toronto, Ont.—Newspaper Guild (AFL-CIO/CLC): 3-yr. agreement covering 1,000 empl.—general wage increases of $4 a wk. retroactive to Jan. 1, 1965, $4 a wk. eff. Oct. 1, 1965 and $5 a wk. eff. Aug. 1, 1966; 4 wks. vacation after 13 yrs. of service (formerly after 18 yrs.); disability pay to be full salary payable up to 6 mos. and 50% of salary after 6 mos. (formerly 2 wks. wages per yr. of continuous service up to 30 wks. wages) and employer to pay 5% of empl. pension contribution to retirement age if necessary; provision for lifetime guarantee for present empl. against layoff caused by technological change; rate for cleaner Aug. 1, 1966 will be $52.75 a wk.; agreement to expire Dec. 31, 1967.

Scott La Salle, Longueuil, Que.—Scott La Salle Empl. Assn. (Ind): 1-yr. agreement covering 600 empl.—wage increase of 5¢ an hr. eff. June 26, 1965; company contribution toward pension plan increased to 10½¢ an hr. (formerly 10¢) for empl. having 10 yrs. or more seniority and to 3¢ an hr. (formerly 2¢) for empl. having between 5 and 10 yrs. of seniority; increase in company contribution to sickness insurance plan; agreement to expire June 2, 1966.

Vancouver City, B.C.—Fire Fighters (AFL-CIO/CLC): 1-yr. agreement covering 750 empl.—wage increases ranging from $20 to $29 a mo.; 3 wks. vacation after 5 yrs. of service (formerly after 8 yrs.); guarantee of 2½ hrs. call-out pay at the rate of time and one half (formerly at regular rate); salary for first class fireman becomes $524 a mo.; agreement to expire Feb. 28, 1966.

White Spot Restaurants, Vancouver & Victoria, B.C.—White Spot Empl. Union (Ind): 3-yr. agreement covering 630 empl.—wage increases of 12% eff. June 1, 1965, 8% eff. June 1, 1966 and 5% eff. June 1, 1967 for empl in kitchen and commissary service; wage increases of 8% eff. June 1, 1965, 5% eff. June 1, 1966 and 5% eff. June 1, 1967 for other empl.; 3 wks. vacation after 7 yrs. of service (formerly after 8 yrs.) eff. June 1, 1965, after 6 yrs. of service eff. June 1, 1966 and after 5 yrs. of service eff. June 1, 1967; pension plan to be implemented pursuant to requirements of Canada Pension Plan; rate for dinner cook will be $2.07 an hr. June 1, 1967; agreement to expire May 31, 1968.

Training Methods for Older Workers

Changes in human capacities with advancing age, especially in learning ability and power of adaptation, described in document by Manpower and Social Affairs Committee of OECD

The second report of the Organization for Economic Co-operation and Development (OECD), stresses that an active manpower policy calls for the utmost flexibility in the use of human resources.

Dealing with the employment of workers over 40 years of age, the report is the second to be published under the program of the Manpower and Social Affairs Committee of OECD. It was prepared by R. M. Belbin, M.A., Ph.D., who has extensive experience in this field.

The document presents a comprehensive survey of current scientific knowledge on the changes in human capacities with advancing age, particularly in regard to learning ability and power of adaptation. Various methods of training that have been used are described.

It is not intended as a treatise on how to train older adults. It represents an attempt to collate and evaluate widely scattered information, by providing a source book for those who wish to further advance the subject, either through research or practical action.

The author says adults engage in some measure of learning throughout their life span, because learning is a necessary part of adjustment to the changing conditions of existence. The report quotes Dr. A. T. Welford, Director of the Unit for Research into Problems of Aging at Cambridge, U.K., on learning ability as follows:

". . . . It is clear that many apparent failures to learn by older people are not the result of any true learning disability, but are due to difficulties of perceiving or comprehending the material presented . . . This is especially likely when the material is complex, or when the pace at which it is presented is not under the subject's own control . . . or when the material to be learned is shown to the subject for a short time and then removed. In these circumstances any slowness of comprehension, even momentary, may cause part of the material to be missed."

Some attention is given to the difficulties caused by pacing. Dr. Belbin states that older persons prefer to exercise some control over the rate at which they receive information, and the rate at which they respond. Under paced conditions, this possibility of control is removed. The Difficulties caused by placing are probably due to the lack of opportunity for adopting flexible methods in carrying out a task.

The older worker may adopt a different approach to a job. His skill may allow him to compensate for any slowness which affects his performance. Insofar as a job is paced, the worker is restricted from making this adjustment.

The study suggests that reasons for the ill effects of pacing are likely to apply to learning, and states that an imposed pace may cause an essential piece of information to be missed. It points out that teaching has not, in the past, been conceived in terms of pacing and non-pacing. However, the pupil is obliged to learn at a rate which is not under his own control.

It is suggested that the problem of pacing must be viewed as having important implications for the design of teaching methods of adults, and that teaching methods will need adapting to allow for unpaced conditions.

In its conclusions, the report stresses the need for counselling, selection, and placement, as essential adjuncts of training. The general findings of the study support the following statement in the conclusions:

"In cases where no special consideration is given to the problems of the midde-aged adult, there is a tendency for performance and ultimate attainment to decline sharply from various ages, ranging from the late twenties to the fifties. But where training methods are adapted to the needs of adults in the middle-age range, the relationship between age and performance is seldom marked: differences in ultimate attainment may usually be offset by an extension in training time."

The study contains three chapters. Chapter I deals with: adult learning capacity; learning and memory; learning and rigidity; learning and motivation; and learning and intelligence.

Chapter II discusses experiences in training older workers.

Chapter III describes methods of training and outlines, in considerable detail, experiments with varied training methods.

The complete report is available from the Queen's Printer, Ottawa, or branch stores, under the title, *Training Methods for Older Workers,* Report No. 2, Employment of Older Workers, at $2.20 per copy.

Women's Bureau

Collective Agreement Provisions for Women

Three most pertinent provisions encountered in agreements analyzed govern arrangements regarding equal pay for equal work, separate seniority units for women, and maternity leave

Collective Agreement Provisions in Major Manufacturing Establishments is the subject of a recent report, fifth in the Labour Management Research Series, prepared by the Economics and Research Branch of the Department of Labour.

Although the number of female workers covered in the study was not determined, a section of the report is devoted to "Special Provisions for Women."

The three most pertinent provisions encountered in agreements analyzed, govern arrangements regarding equal pay for equal work, separate seniority units for women, and maternity leave.

Equal Pay

By 1961 equal pay laws had been enacted by eight provinces, as well as by the Parliament of Canada, covering workers under federal jurisdiction. Nevertheless, it is often necessary to clarify practical application of the legislation in the collective agreements.

Legislation in one province prohibits an employer and trade union from negotiating a collective agreement providing for scales of wages contrary to the act. A complaint may not be made against an employer bound by an agreement in respect of the scale of wages paid to an individual employee, but must be made jointly against the employer and trade union for having entered into an agreement contrary to the act.

Thirty-one of the 361 establishments covered make specific reference to equal pay, affecting 13 per cent of all workers covered in the study.

Examples of clauses appearing in such agreements are:

Women's rates are based on "equal pay for equal work." Where an average woman cannot fully replace a man on a job, the woman's rate for that job shall be set proportionately lower than the man's rate. However, any woman who completely replaces a man on his job shall receive the man's rate for that job.

Women shall receive the same rate of pay as men where they do work of comparable quantity and quality in the same job classification under comparable conditions. Where employment of women requires extra supervision or extra setup, or carry-off men, such factors shall be given proper weight in establishing equitable wage differentials between men and women in the same job classification.

Separate Seniority Unit

No doubt the emerging working-life pattern of women in industry has prompted the following type of provisions in studies on collective agreements:

Separate seniority lists shall be drawn up, one for men employees and one for women employees. They shall be based upon the date on which employees commence to work for the company, and shall be established for each department or occupational group of employees. Lists shall be kept posted, and copies given to the union, and after a lapse of four weeks from date of posting and delivery of lists to the union, the accuracy of the list will be automatically acknowledged by all parties. Lists will be revised every six months.

Because it is impractical to permit female employees to work in certain occupations, female employees covered by this agreement shall constitute a separate group for seniority purposes, both departmental and plant wide.

Maternity Leave

As stated in Women's Bureau Bulletin No. VIII, three provinces, Alberta, British Columbia, and New Brunswick, have laws of general application governing maternity leave for women workers. "The Industrial Safety Act", 1964, of Ontario, authorizes regulations "respecting the employment of pregnant females in any factory or shop".

Statutory provisions in federal civil service legislation, and in the majority of provincial civil service jurisdictions, as well as personnel policies of several crown corporations, spell out conditions for the granting of maternity leave.

Ten per cent of the total number of workers involved in the study are covered by clauses such as:

Leave of absence, up to a maximum of one year, will be granted by the company upon application, thereto, by female employees for pregnancy.

Employees with six months of service, but less than one year of service, shall be granted maternity leave up to a maximum of six months, with previous job guaranteed for the first six months, and preference given in any subsequent hiring for the second six months.

In general, a relatively small number of collective agreements make provision for maternity leave.

INTERNATIONAL LABOUR ORGANIZATION

49th International Labour Conference

Canada sends 23-member delegation headed by Deputy Minister Agenda included second discussions on employment of young persons underground, and of women with family responsibilities

Headed by George V. Haythorne, federal Deputy Minister of Labour and Chairman of the ILO Governing Body, a 23-member Canadian delegation attended the 49th International Labour Conference at Geneva from June 2 to 24.

The employer delegate this year was Kenneth Hallsworth, Director of Industrial Relations, Ford Motor Company of Canada, and the worker delegate was Joseph Morris, Executive Vice-President, Canadian Labour Congress.

Two Members of Parliament, Jean-Pierre Côté (Longueuil) and S. Ronald Basford (Vancouver-Burrard) attended as special advisers to the delegation. Hon. Carrier Fortin, Quebec Minister of Labour, and G. Charbonneau, Labour Relations Counsellor, Quebec Department of Health, accompanied the Canadian delegation.

The agenda included second discussions on the employment of young persons in underground work in mines of all kinds and on the employment of women with family responsibilities.

First discussions were to be held on the role of co-operatives in the economic and social development of developing countries, and a general discussion was scheduled on agrarian reform, with particular reference to employment and social aspects.

The Canadian delegation comprises:

Government Delegation—Mr. Haythorne; Government Delegate John Mainwaring, Director, International Labour Affairs Branch, Department of Labour; Substitute Government Delegate: Saul Rae, Ambassador and Permanent Representative of Canada to the European Office of the United Nations; Advisers: R. M. Adams, Labour Counsellor, Canadian Embassy, Brussels; B. N. Arnason, Deputy Minister of Co-operation and Development of Saskatchewan; J. A. Beesley and Charles Marshall, First Secretaries, Canadian Permanent Mission, Geneva; W. H. Sands, Deputy Minister of Labour of British Columbia; Miss M. V. Royce, Director, Women's Bureau, and Miss E. Woolner, Legislation Branch, both of the Department of Labour, Ottawa.

Worker Delegation—Worker Delegate Mr. Morris; Substitute Worker Delegate and Adviser: Kalmen Kaplansky, Director of International Affairs, Canadian Labour Congress; Advisers: Miss Georgette Lachaine, Vice-President, Confederation of National Trade Unions; James MacDonald, Executive Secretary, National Labour Co-operative Committee; Miss Huguette Plamondon, Vice-President, Canadian Labour Congress.

Employer Delegation—Mr. Hallsworth; Substitute: J. P. Després, Director of Industrial Relations, Iron Ore Company of Canada; Advisers: J. R. Davidson of Davidson, Davidson and Neill, Regina; George Lach, Assistant Vice-President (Personnel), Canadian National Railways; P. L. Schmidt, Industrial Relations Department, Canadian Manufacturers' Association; and W. J. Whittaker, Q.C., of Wardlaw and Whittaker, Toronto.

Adviser and Administrative Secretary was Felix Quinet, Labour Management Division, Economics and Research Branch, and Assistant Secretary, Miss Alberta O'Toole, Annuities Branch, both of the Department of Labour.

Labour Relations

In the field of labour relations and the development of institutions that determine and harmonize these relations, it is generally agreed that ILO action should be inspired by the fundamental principle that efforts for economic and social development must be undertaken with the active participation of the interested parties.

The report adds that this participation must be based on a frank dialogue inspired by mutual understanding, by mutual respect for each other's autonomy and freedom of action, and by a determination to reach agreement.

Mr. Morse declared that there also seems to exist general agreement on five major objectives of ILO action in this field:

—to encourage the growth of workers' and employers' organizations that are genuinely representative and independent, organized on a solid basis and capable of playing an active part in the national effort for economic and social development;

—to ensure that such representative organizations as are set up, or are already in existence, are given the opportunity of playing an active and constructive part in the development of the society to which they belong;

—to assist governments in developing administrative machinery that is capable of

dealing with the complex problems with which they are confronted in the field of labour relations;

—to enhance the status of the worker, both within the undertaking and in society as a whole;

—to provide additional training for the persons directly involved in labour relations at all levels, in order that they may be better able to assume their increasingly complex responsibilities.

Mr. Morse recalled that for a considerable number of years, the ILO has gained much experience in the fields of labour legislation, labour-management relations, personnel management, protection of freedom of association, workers' education, the training of labour administrators, and the development of co-operatives. Nevertheless, the need has been increasingly felt, in recent years, for drawing these different activities together to form one coherent and fully co-ordinated program of action for the development of social institutions.

Living and Working Conditions

In the opinion of the ILO Director-General, the era of change—social change, structural change, technological change—in which we live calls for a major effort of adjustment, "and the ILO is committed to ensuring that sufficient attention is paid to the improvement of conditions of life and work within the framework of balanced social and economic development."

The emphasis in the ILO's work has changed "from protection in a negative sense to a more positive policy of promotion of measures for the workers' welfare, security and status."

This means that the ILO, wherever possible in concert with other organizations so as to have greater impact, should pursue its action in such fields as security of employment and income, social security, labour statistics, general conditions of work, occupational safety and health, and welfare.

Mr. Morse's report also stressed the importance of other questions, such as the development of the ILO's regional activities, and the establishment of international labour standards in the form of conventions and recommendations.

On this latter point, Mr. Morse pointed out that "practically all speakers on the subject at the past two sessions of the Conference were agreed that international instruments were the backbone of the organization, and that their elaboration would continue to play an essential part."

Role of Co-operatives

The role of co-operatives in the economic and social development of developing countries was examined in detail.

Although the International Labour Organization, almost from its inception, has included co-operation among the forms of organization with which it is concerned, this is the first time the conference discussed the question of co-operatives as a separate item.

The report prepared by the International Labour Office for the discussion revealed that the co-operative movement has not only developed considerably in the more advanced countries, but also has established a foothold in many developing countries, some of which have already achieved remarkable results.

The report pointed out that there is probably no country outside of some regions of Europe, Israel, and perhaps Japan, where it has achieved a complete and interlocked development of all its forms, but much remains to be done to improve co-operative structures and working methods.

The report contained numerous references to co-operative progress in developing countries, that showed co-operative activities found favourable ground for further development, because they met the need of the population and the national economy.

Stressing that no one group of activities and institutions, nor any fixed order for their establishment can be laid down as applicable to all, or even a wide range of countries, the report enumerated a number of objectives at which a long-term co-operative policy should be aimed, and to the achievement of which it can reasonably be expected to make a substantial contribution:

—the improvement of the social and economic position of people of limited resources and opportunities;

—the increase of national income and export revenues by a fuller exploitation of natural resources, especially in agriculture, fisheries, and forestry;

—the implementation of systems of land reform and of land settlement aimed at bringing fresh areas into productive use;

—the increase of employment and the retention of secondary sources of revenue in producing areas by the establishment of dispersed, but fully modernized industries processing local raw materials;

—the increase of personal and national capital resources by the encouragement of thrift and the use of controlled credit;

—the improvement of social conditions and the supplementing of national social services in the fields of housing, health, communications, etc.

Report of ILO Director-General

ILO Director-General David A Morse, in his report to the 49th general Conference of the International Labour Organization, proposed that the ILO's work program should include three major areas:

—human resources and economic development;

—the development of social institutions;

—living and working conditions.

In effect, Mr. Morse asked the Conference to confirm the wide agreement reached on these points during the Conference debates of 1963 and 1964 on the adaptation of the program and structure of the ILO to the needs of a changing world.

The Director-General specified that these are three facets of its activity where the ILO has accumulated considerable experience since World War II and in which major thrusts are still necessary and possible.

The new internal structure of the ILO has led to the creation of three large administrative units with areas of competence corresponding to these broad categories.

Development of Human Resources

The development of human resources comprises a better utilization of the labour force by creating higher levels of productive employment and by the improvement of the quality of the labour force by vocational education and training.

The ILO's research and operational activities in the field of human resources will not, therefore, be aimed merely at creating more employment, but also at creating employment that is fully productive, and at raising productivity in such labour intensive sectors of the economy as public works, small industries, etc.

Mr. Morse also considered it necessary to place special emphasis on employment promotion in rural areas, in order to raise the contribution of the rural sector to the national income, and to improve the living conditions and the prospects of the inhabitants of rural areas.

The ILO suggested measures for the harnessing of manpower resources that can make a positive contribution to the furtherance of both economic and social development, and of human rights.

The new structure of the ILO should bring together under one program all its different activities for the development and full utilization of the labour force. These activities comprise mainly the assessment and forecasting of manpower requirements and resources; manpower planning and organization; employment promotion; organization of placement, vocational guidance and employment counselling; vocational training; vocational rehabilitation; management development; the promotion of small industries, and the development of rural areas.

International Institute for Labour Studies

Canadian on ILO staff since 1947 chosen to be Director of Institute in succession to Rt. Hon. Hilary Marquand, appointed to new British Board for Prices and Incomes

A Canadian has become the Director of the International Institute for Labour Studies at Geneva. And the Department of Labour has announced the award of two new research fellowships at the Institute. The International Institute for Labour Studies was established by the ILO to provide opportunities for study and exchange of experience by persons from various countries concerned with all aspects of labour and social policy.

The new Director, who assumed office on May 1, is Robert W. Cox of Montreal, who has been an ILO official since 1947, most recently serving as Chief of the ILO Research and Planning Department.

Mr. Cox succeeds Rt. Hon. Hilary A. Marquand, former Minister of Health of the United Kingdom, who resigned from the Institute to become Deputy Chairman of the newly established National Board for Prices and Incomes (see page 502). Mr. Marquand had been Director of the Institute since November 1961.

Earlier in his career, the new Director, who is a graduate of McGill University, was Executive Assistant to ILO Director-General David A. Morse and Chief of the Special Research and Reports Division. The author of many articles on political science and social and economic affairs, he is a professor at the Graduate Institute for International Studies of Geneva University.

The new Department of Labour fellowships, each of $5,000 plus travel expenses for the fellow and his dependents, were awarded to Stuart M. Jamieson, Professor of Economics at the University of British Columbia, and to William B. Cunningham, head of the Department of Economics and Political Science at Mount Allison University, Sackville, N.B.

Prof. Jamieson's subject of research will be "Changing Patterns of Industrial Conflict"; that of Prof. Cunningham, "Municipal Labour Relations."

The awards are the first to be made by the Department of Labour in co-operation with the International Labour Organization for studies in an international setting, and are in addition to those granted annually under the Labour Department-University Research Program for labour studies in Canada.

The International Institute for Labour Studies seeks to promote a better understanding of labour problems in all countries and to find ways to resolve them, appropriate to the countries concerned. To this end, the Institute organizes teaching and education courses and promotes and carries out research and information work.

The courses and research undertaken by the Institute are basically designed for persons who already hold responsible positions in labour affairs and who are expected to be called upon to assume even greater responsibility. These include representatives of management and trade unions, as well as members of the professions.

The Institute is financed by an endowment fund, made up of contributions and gifts from governments, employers' organizations, workers' organizations, institutions and private individuals.

Two major Belgian trade unions have offered grants to the International Institute for Labour Studies. The Confederation of Christian Trade Unions and the Belgian General Federation of Labour (FGTB) have both notified the ILO of their decision to award five annual grants each, during the period 1966-1970. These ten grants, representing a total value of $17,500, will be awarded to participants in study courses organized by the Institute.

Canadian Group Presents Symbol to ILO

During the 161st session of the ILO Governing Body, a medal symbolizing International Co-operation Year was presented to the ILO Director-General and the officers of the Governing Body by the International Co-operation Year Committee of Canada.

Pictured at the presentation of the medal are (left to right): Saul Rae, Permanent Representative of the Canadian Government to the International Organizations in Geneva; Jean Mori, Workers' Vice-Chairman of the ILO Governing Body and Secretary of the Swiss Confederation of Trade Unions; Kalmen Kaplansky, Director, Department of International Affairs, Canadian Labour Congress, and Worker Member of the Governing Body; David A. Morse, Director-General of the ILO; George V. Haythorne, Deputy Minister of Labour of Canada and Chairman of the ILO Governing Body.

TEAMWORK in INDUSTRY

An English industrial relations officer, visiting Canada to study labour-management committees, has been giving Labour-Management Co-operation Service officials a good deal of information of how the English counterpart works.

J. F. Dean of the Electricity Council of England, spent three weeks in May visiting Ottawa, Toronto, and Montreal. While in the Capital he explained that the Electricity Council has 220,000 employees in various districts throughout the country.

Labour-management co-operation is active at the local, district, and national levels within the industry.

At the local levels there are two types of committees: negotiation and co-operation, though often the personnel is the same.

The co-operation committees, with representatives of both labour and management, have been active for many years. They have become so used to working together that their agendas have changed drastically.

At one time welfare matters took up 60 to 70 per cent of the committees' time. At present welfare accounts for only 4 per cent of discussion time, while 23 per cent is devoted to safety, 28 per cent to education and training, 30 per cent to efficiency, and the balance to miscellaneous matters.

One mandatory function of the local committees is to examine every accident report. The members are not to assess blame, but to see if there was a hazard that could be eliminated. Many worthwhile safety measures have come out of these examinations. Those with wider application than at the local level are passed on to the district and national boards for their approval.

Mr. Dean stressed that it is "the individual who matters."

All constitutions within the Electricity Board stress the individual and the individual approach.

If a worker is having troubles with his supervisor or foreman, or having problems with a job that either man has given him, he must first approach that man on a personal basis.

"If he cannot clear up the problem with this man-to-man talk, then the next step is to go back with his union representative to see management."

As far as management is concerned, Mr. Dean noted that in the English philosophy, "It is good management to have good relations with the employees."

He stated that since management hired the worker to do a job, it was up to management to make sure the employee had every opportunity to do his work as efficiently as possible under the best possible conditions.

Labour-management co-operation committees are so highly regarded by the Electricity Council that there is a special course for committee chairmen. Members also attend a two-day course, while committee secretaries are trained for two weeks.

Usually the committees spend the last meeting of the year deciding what general topics they will discuss during the coming year.

The agendas for these meetings are posted on employee bulletin boards, giving each person ample opportunity to study the proposed subjects and discuss them with their committee members if they feel they have any suggestions to make.

* * *

Both employees and management at Hotel Dieu St. Michel Hospital in Roberval, Que., are very much in favour of joint consultation.

Celebrating the 5th anniversary of St. Michel's Co-operation Committee, all agreed that the committee had served many worthwhile purposes.

Rev. Mother Marie-du-Divin-Coeur commented ". . . we are able to give a continuous and almost empeccable service to our patients. Every employee has worked hard, not only to earn a salary, but because they are concerned with putting out good work."

The general director described the labour-management committee as a necessity to promote co-operation and level off any obstacles that would impede top-quality service for the patients.

Benoit Langevin, President of the Labour-Management Committee, said "the beneficial effects of these meetings are felt throughout the organization, in all departments where members of the committee are creating greater comprehension at work in their environment. . . ."

The employees at St. Michel's are members of the CNTU National Syndicate of Hospital Employees.

Establishment of Labour Management Committees is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are availalbe to help both managements and trade unions, the Service provides various aids in the form of booklets, posters and films.

Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for three days during April. The Board granted five applications for certification and rejected one. During the month the Board received five applications for certification and allowed the withdrawal of three such applications.

Applications for Certification Granted

1. Truckers, Cartagemen, Construction and Building Material Employees, Local Union No. 362; and General Drivers, Warehousemen and Helpers, Local Union No. 979; of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of drivers and dockmen employed by Bicknell Freighters Ltd., Calgary, Alta. (L.G., May, p. 422). The Western Truckers Union had intervened.

2. Association of Employees of Rod Service Ltd., on behalf of a unit of mail truck drivers and garage employees of Rod Service Ltée-Ltd., Montréal, Que. (L.G., May, p. 422).

3. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of deckhands and cooks employed aboard the car barge *Greg Yorke* by Aqua Transportation Limited, Vancouver, B.C. (L.G., May, p. 423).

4. Brotherhood of Maintenance of Way Employees, Canadian National System Federation (Western Lines), on behalf of a unit of sectionmen and bulldozer operators employed by White Pass & Yukon Route (British Columbia Yukon Railway Company and the British Yukon Railway Company) (L.G., May, p. 423).

5. Transport Drivers, Warehousemen and Helpers Union, Local 106 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of truck drivers and maintenance men and helpers employed by Veilleux Transport Inc., East Angus, Que. (L.G., May, p. 424).

Application for Certification Rejected

Trans-Canada Air Lines Sales Employees' Association, applicant; and Air Canada, Montreal, Que., respondent. (L.G., Apr., p. 340). The application, which embraced a unit of employees in the Sales Department of the company, was rejected for the reason that the applicant did not produce evidence of a majority membership satisfactory to the Board.

Applications for Certification Received

1. The Association of Ontario Employees of Overnite Express Limited on behalf of a unit of truck drivers, dockmen, mechanics, and office employees employed by Overnite Express Limited, Hull, Que. (Investigating Officer: G. E. Plant).

2. Canadian Maritime Union on behalf of a unit of unlicensed personnel employed aboard the M.V. *Wheat King* and the S.S. *Northern Venture* by Island Shipping Ltd., Toronto, Ont. (Investigating Officer: S. Emmerson).

3. Canadian Union of Public Employees on behalf of a unit of employees of the Hamilton Harbour Commissioners, Hamilton, Ont. (Investigating Officer: S. Emmerson).

4. International Longshoremen's Association, Local 1845, on behalf of a unit of longshoremen employed by Eastern Canada Shipping Limited, Montreal, Que. (Investigating Officer: R. L. Fournier).

5. National Association of Broadcast Employees and Technicians, on behalf of a unit of employees of British Columbia Television Broadcasting System Ltd., Saanich, B.C. (CHEK-TV) (Investigating Officer: J. D. Meredith).

Applications for Certification Withdrawn

1. General Drivers, Warehousemen and Helpers Local 979, Teamsters, Chauffeurs, Warehousemen and Helpers Local Union No. 880; General Truck Drivers Union Local 938; and Transport Drivers, Warehousemen and Helpers Union Local 106; of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicants; and Reimer Express Lines Limited, Winnipeg, Man., respondent. (L.G., Apr., p. 341).

2. Mayo District Mine, Mill & Smelterworkers, Local Union No. 924, of the International Union of Mine, Mill and Smelter Workers (Canada), applicant; and Discovery Mines Ltd., Carmacks, Y.T., respondent. (L.G., May, p. 424).

3. Mayo District Mine, Mill & Smelterworkers, Local Union No. 924, of the international Union of Mine, Mill and Smelter Workers (Canada), applicant; and Mount Nansen Mines Ltd., Carmacks, Y.T., respondent. (L.G., May, p. 424).

Conciliation and Other Proceedings before the Minister of Labour

Conciliation Officers Appointed

During April, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. Atomic Energy of Canada Limited (Commercial Products Division, Ottawa); and Ottawa Atomic Energy Workers, Local 1541, (CLC) (Conciliation Officer: T. B. McRae).

2. Pacific Inland Express Limited, Vancouver; and Locals 362, 31, 979 and 938 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: D. S. Tysoe).

3. The Bell Telephone Company of Canada, Directory Sales Department, Eastern Region, Montreal; and Local 57 of the Office Employees' International Union (Conciliation Officer: C. E. Poirier).

4. Hudson Bay Mining and Smelting Co., Limited, Flin Flon, Man.; and Flin Flon Base Metal Workers' Federal Union No. 172, and seven international craft unions (Conciliation Officer: C. Arthur Frey).

5. Boyles Bros. Drilling (Alberta) Limited, Edmonton (Yellowknife Branch); and Western District Diamond Driller's Union, Local 1005 of the International Union of Mine, Mill and Smelter Workers (Canada) (Conciliation Officer: D. S. Tysoe).

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for controlling applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents; the writing of provisions—for incorporation into collective agreements—that fix a procedure for the final settlement of disputes concerning the meaning or violation of such agreements; and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported here under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of four officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario; five officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

6. Atomic Energy of Canada Limited, Chalk River, Ont.; and Local 742 of the International Brotherhood of Electrical Workers (Conciliation Officer: T. B. McRae).

7. Maritime Terminals Inc.; Quebec Terminals Limited; Eastern Canada Stevedoring Co. Ltd.; Clarke Steamship Company Limited; and Albert G. Baker Limited; and Lodge 1257 of the Brotherhood of Railway and Steamship Clerks (Conciliation Officer: C. E. Poirier).

8. The Lake Erie Navigation Company Limited, Walkerville, Ont.; and Seafarers' International Union of Canada (Conciliation Officer: Sydney Emmerson).

9. CKCV (Québec) Limitée, Quebec City, and National Association of Broadcast Employees and Technicians (Conciliation Officer: C. E. Poirier).

10. Algom Mines Limited (Nordic Mine) and United Steelworkers of America (Conciliation Officer: T. B. McRae).

11. Millar & Brown Ltd., Cranbrook, B.C. and Local 15 of the Office Employees' International Union (Conciliation Officer: D. S. Tysoe).

Settlements by Conciliation Officers

1. McKinlay Transport Limited, Cooksville, Ont.; and Local 91 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: Sydney Emmerson) (L.G., Mar., p. 251).

2. McKinlay Transport Limited, Windsor, Ont.; and Local 880 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: Sydney Emmerson) (L.G., Mar., p. 251).

3. McKinlay Transport Limited, Cooksville, Ont.; and Local 938 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: Sydney Emmerson) (L.G., Mar. p. 251).

4. Adams Cartage Ltd., Windsor, Ont.; and Local 880 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: Sydney Emmerson) (L.G., Apr., p. 342).

5. Canadian National Steamship Company, Limited (Pacific Coast Service); and Seafarers' International Union of Canada (Conciliation Officer: D. S. Tysoe) (L.G., May, p. 425).

6. Giant Yellowknife Mines Ltd.; and Yellowknife & District Miners Union, Local 802, International Union, Mine, Mill & Smelter Workers (Canada) (Conciliation Officer: D. S. Tysoe) (L.G., May, p. 425).

7. Canadian Pacific Air Lines Limited, Vancouver Airport; and Hotel and Restaurant Employees' Union, Local 28 (Conciliation Officer: D. S. Tysoe) (L.G., May, p. 425).

8. Canadian National Steamship Company Limited (Pacific Coast Service) (Steward's Department) Vancouver; and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: D. S. Tysoe) (L.G., Apr., p. 342).

9. Canadian Pacific Railway Company S.S. *Princess of Acadia* and Seafarers' International Union of Canada (unlicensed personnel) (Conciliation Officer: H. R. Pettigrove) (L.G., Mar., p. 251).

10. Westmount Moving & Warehousing Limited, Montreal; and Local 931 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: C. E. Poirier) (L.G., Feb., p. 138).

Conciliation Boards Appointed

1. National Harbours Board, Port of Montreal; and Montreal Harbour Staff Employees' Association (L.G., May, p. 425).

2. National Harbours Board, Port of Montreal; and National Syndicate of Employees of the Port of Montreal (CNTU) (L.G., May, p. 425).

3. Liquid Cargo Lines Limited, Clarkson, Ont., and Local 938 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (L.G., Jan., p. 49).

Conciliation Board Fully Constituted

The Board of Conciliation and Investigation established in February to deal with a dispute between TransAir Limited, St. James, Man.; and Lodge 2223 of the International Association of Machinists (L.G., Apr., p. 342) was fully constituted in April with the appointment of W. Steward Martin of Winnipeg as Chairman. Mr. Martin was appointed by the Minister on the joint recommendation of the other two members of the Board, James E. Wilson, Q.C., and Alistair Stewart, both of Winnipeg, who were previously appointed on the nomination of the company and union, respectively.

Board Reports Received

1. United Grain Growers Ltd.; Pacific Elevators Limited; Alberta Wheat Pool; Saskatchewan Wheat Pool; and Burrard Terminals Limited, Vancouver; and Local 333,

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This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Ministry of Labour, the Canada Labour Relations Board, and the Industrial Relations Branch of the Department.

Grain Workers Union, International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America (L.G., Apr., p. 353). The text of the report is reproduced below.

2. North American Elevators Limited and *Syndicat catholique et national des debardeurs de Sorel, inc.* (L.G., Sept., p. 805). The text of the report is reproduced below.

Settlements following Board procedure

1. H. W. Bacon Limited, Toronto, and Local 419 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (L.G., May, p. 425).

2. Canada Steamship Lines Limited and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (L.G., Feb., p. 139).

Report of Board in Dispute between

United Grain Growers Ltd., Pacific Elevators Limited, Alberta Wheat Pool, Saskatchewan Wheat Pool, and Burrard Terminals Limited

and

Grain Workers Union, Local 333, International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America

The Board of Conciliation and Investigation in this matter met in Vancouver on the 15th day of February, 1965 to hear the representations of the parties and continued hearings on the 16th, 17th, and 18th of February.

The employers were represented by John A. Bourne, counsel for the employers; D. Paterson of The Alberta Wheat Pool; J. Gage of Burrard Terminals Ltd.; D. Ireton of Pacific Elevators Ltd.; A. E. Metcalfe and J. Loney of Saskatchewan Wheat Pool, and E. V. Titheridge and D. McRae of United Grain Growers. On the 18th day of February, A. T. Baker, of the Saskatchewan Wheat Pool, joined the hearings.

The union was represented by E. C. Sims, B. Chapman, Murdo Thompson, J. R. Smart, H. Kanes, R. W. Ferguson, and D. E. Fraser.

The dispute involves approximately 450 members of the union employed in terminal elevators operated separately by the five employers at Vancouver and New Westminster. It arose out of the failure to agree upon the provisions of a new collective agreement to replace the former agreement which was terminated November 30, 1964 and which, in effect, comprised five separate agreements, identical in most respects.

The five employers involved in this dispute are associated as a group, but they do not constitute an employers association within the meaning of the "Industrial Relations and Disputes Investigation Act". They negotiate together but they administer their collective agreements separately.

It became apparent very early in the proceedings that a bar existed that effectively inhibited any real effort to conciliate the dispute. Last September, an alleged work stoppage occurred at the Alberta Wheat Pool, and the employer is now proceeding with an action for damages against the union and certain of its officers.

The union has made it plain that it will not negotiate for a new agreement with any of the five employers unless this legal action is abandoned, and the Alberta Wheat Pool is not prepared to abandon the action except as part of a general agreement on a new collective agreement.

The members of the Board of Conciliation and Investigation met separately on several occasions during the week of February 15 to 19 to attempt to find a solution to this difficulty and the Chairman of the Board, at the instructions of the Board, met with the representatives of each side for the same purpose. All such efforts failed to produce any constructive result, although it is possible that the other points in issue, difficult as they may appear, might be settled if the barrier

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During April, the Minister of Labour received the report of the Board of Conciliation and Investigation established to deal with a dispute between Grain Workers Union, Local 333, International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America and United Grain Growers Ltd.; Pacific Elevators Limited; Alberta Wheat Pool; Saskatchewan Wheat Pool; and Burrard Terminals Limited, Vancouver, B.C.

The Board was under the chairmanship of R. J. S. Moir of Vancouver. He was appointed by the Minister on the joint recommendation of the other two members of the Board, W. Scott Neal of Winnipeg, and E. P. O'Neal of Vancouver, nominees of the companies and union, respectively.

The report of the Chairman and Mr. O'Neal, constitutes the report of the Board. The minority report was submitted by Mr. Neal. The texts of the majority and minority reports are reproduced here.

of the lawsuit were removed and the parties were prepared to direct their attention to them.

It was disclosed during the hearings of the week of February 15 to 18 by counsel for the employers, that the lawsuit was capable of being withdrawn from the courts and settled on some other basis. The union made it equally clear that withdrawal of the lawsuit would be a condition precedent to further negotiations on the collective agreements.

Under the peculiar circumstances which obtained on the 18th February, it was apparent that neither party to the dispute had offered any hope up to that time of an agreed settlement, and further that the Board was not able to find any indication of a proposal which might be acceptable to them.

The situation was such that the members of the Board did not think it advisable, and were not prepared, to make any recommendations as to the content of a new collective agreement.

The meetings of the Board were, therefore, adjourned until the 2nd of March and the Chairman requested the Minister to grant an extension of time in which the Board might make its report.

It was hoped that during the period from February 18 to March 2 the parties would have second thoughts, and that it might be possible to commence again on the 2nd March with better hopes for a result satisfactory to both sides.

The members of the Board met again on the 2nd March, 1965, and as a result of that meeting and subsequent conversations with counsel for the union and for the Alberta Wheat Pool, negotiations were initiated and took place on March 2 and 3.

The negotiations between these parties were limited to exploring the possibility of settling the legal action between the Alberta Wheat Pool and the union in order that all parties to the dispute could continue efforts to arrive at a new collective agreement.

All such efforts failed to produce any constructive result, although it appeared possible that the other points in the issue, difficult as they might appear, could be settled if the barrier of the lawsuit were removed, and the parties prepared to direct their attention to them.

Until the 4th March, the members of the Board of Conciliation and Investigation hoped to persuade the parties to bring about some satisfactory settlement of the lawsuit that would enable them to continue with the task of arriving at the terms of a new collective agreement. All efforts in this direction failed and, in consequence, the majority of the Board of Conciliation and Investigation, consisting of the Chairman and Mr. Neal, submitted a report to the Minister of Labour stating that, in the opinion of the majority of the members of the Board, there were no recommendations that could usefully be made.

Mr. O'Neal was of the opinion that the Board should recommend that the legal action by the Alberta Wheat Pool against the union be withdrawn, and indicated his intention of filing a minority report.

On the 11th March, 1965, the Minister of Labour requested the Board of Conciliation and Investigation to reconsider and clarify its report of the 4th March, and to make findings and recommendations on the matters in dispute.

The Board, therefore, reconvened on the 29th March, 1965, at which meeting the member, W. Scott Neal was unable to be present.

At this meeting, the representatives of the parties informed the Board that they had no further representations to make to the Board, with the exception that the union representative called the attention of the Board to two additions to the job classifications at Pacific Elevators Ltd. and asked that the Board take such additional job classifications into account when making its report. The representative of the companies made no representations in this respect.

The Board, therefore, adjourned until the 12th April at which time the members of the Board met and considered the material before it.

The court action taken by the Alberta Wheat Pool against the union and certain of its officers would appear to be a bar to settlement of this dispute. The Board does not venture an opinion as to the merits of this action but does feel that, in the interests of an amicable settlement of the dispute between the parties, it would be in the interest of future friendly relations between the companies and the union that this action be disposed of as part of an overall settlement of this dispute.

During the course of the hearings before this Board the companies asked for a number of changes in the language of the previous collective agreement that was entered into by the parties. In view of the strained relations between the parties, the Board is of the opinion that it would be unwise to enter into a substantial rewriting of the collective agreement at this time.

1. The Board now reports and recommends a settlement formula based on the language of the previous agreement, with a minimal number of changes.

2. The specific changes recommended by the Board are as follows:

(a) The Board recommends an increase of wages across the board in the amount of 15

cents per hour, retroactive to the 1st December, 1964, and a further increase of wages across the board of 15 cents per hour, effective the 1st December, 1965.

(b) The Board recommends that the agreement be for two years commencing the 1st December, 1964.

(c) The Board recommends that double time be paid for all work performed during the lunch and supper periods.

(d) The Board recommends that the present classification of employees, and wage rates payable for such classifications, shall be set and agreed upon by mutual agreement between representatives of the companies and of the union and that, if such agreement is not possible within two months of the signing of a collective agreement, classification of jobs and the wage rates payable be referred to and defined by a single arbitrator to be agreed upon by the parties, or failing agreement, to be named by the Minister of Labour.

(e) The Board recommends that annual vacations of three weeks be granted after five years of service. Time off work for sickness or accident shall count as days worked for computing 190 days.

(f) The Board recommends that the waiting period for M.S.A. be reduced to three months for new employees, but that persons already covered by M.S.A. or M.S.I. on the date of employment be entitled to automatic enrollment with their new employer.

(g) The Board recommends that three days bereavement leave with pay be granted to employees upon the death of a mother, father, son, daughter, brother or sister, if the employee attends the funeral of the said deceased.

(h) The Board recommends that the companies continue to pay their portion of the premium for unemployment insurance when a monthly rated employee's earnings exceed $5,460 per year.

(i) The Board recommends that the grievance procedure clause be amended to provide that a grievance may be initiated by a union officer or by an official of the company.

(j) The Board further recommends that the grievance procedure be further amended by defining, in respect of each employer, the appropriate officer with which a grievance must be lodged by the union or an employee.

(k) The Board recommends that the grievance procedure clause provide for a total period of not more than 30 days for the steps of the grievance prior to arbitration.

(l) The Board recommends that Article 8.05 of the agreement be amended to provide for 26 weeks sick benefits at the rate of $65 per week.

(m) The Board recommends that a permanent joint committee be set up to meet regularly during the life of the collective agreement to discuss any matters which may affect either party to the collective agreement.

Dated at Vancouver, B.C., this 20th day of April, 1965.

(Sgd.) R. J. S. Moir,
Chairman.

(Sgd.) E. P. O'Neal,
Member.

MINORITY REPORT

The following is a response to a request by the Minister of Labour to the Board to reconsider and clarify or amplify the Report of the Board dated March 4, 1965 (a true copy of which is attached hereto) pursuant to the request of the Minister of Labour, Hon. Allan J. MacEachen, contained in a telegram dated March 11, 1965 to each member of the Board, reading as follows: In the matter of the dispute between Grain Workers Union Local 333 of the International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America and United Grain Growers Ltd., Pacific Elevators Ltd., Alberta Wheat Pool, Saskatchewan Wheat Pool and Burrard Terminal Limited. Pursuant to subsection two of section thirty-one of the Industrial Relations and Disputes Investigation Act, I am urgently requesting the Conciliation Board appointed therein to reconsider the report of March 4 and make the findings and recommendations on the matters in dispute contemplated by section thirty-five of the act. The settlement of this dispute is of critical importance in the economy of western Canada, and I am confident that if the Board cannot get agreement directly, its recommendations will materially assist the parties in the final settlement which will emerge.

The Board reconvened on March 29, 1965, at which Mr. Neal was unable to be present.

At this meeting the representatives of the parties informed the Board that they had no further representations to make, with the exception that the union representative called the attention of the Board to two additions to job classifications at Pacific Elevators Limited, and asked the Board to take such into account when making its report. The company made no representations in this respect. Mr. Neal, although absent, understands this to be a fair statement of the proceedings as reported by the Chairman and Mr. O'Neal. The Board therefore adjourned until April 12, when it met and reconsidered the report as requested, Mr. O'Neal being a party to such reconsideration although not a party to the report of March 4.

The union continues to make it plain that it will not negotiate for a new agreement with any of the five employers unless the legal action by the Alberta Wheat Pool is unconditionally abandoned, and it appears that the latter is not prepared to abandon its action except as part of a general agreement.

On reconsideration, as requested by the Minister, it appears that none of the facts stated in the report of March 4th are in any way changed, and no new matter has been referred to the Board on which they can constructively comment, with the single important exception that it is understood that all of the employers, including the Alberta Wheat Pool, offered to have all matters in issue arbitrated by a high court judge of the Minister's choice. In the light of all of the foregoing, and in the absence of any additional specific submission by the parties, it appears that any recommendation supplementing the report of the Board dated March 4 must necessarily be confined to a general recommendation consistent with that offer, which I so make.

Although I appreciate the relative ineffectiveness of a minority report, my oath of office and professional respect of proprieties compel me to make the following observations:

(1) The report of the Board dated March 4, 1965, cannot in conscience, nor, I respectfully suggest legally, be rendered inoperative, unless there is some new matter on which to base such a revocation. Because of the failure of the parties (or any of them) to negotiate the initial proposals respectively made, no intermediate position is logically conceivable by the Board which might materially assist the parties, nor an unequivocal asknowledgment or denial of any proposal.

(2) The Board has no power to make (and indeed has an obligation to refrain from making) a recommendation in regard to a matter not referred to it and which is before the courts, which matter is not in dispute between four out of five of the employers and the union, other than to recommend that the union remove the bar to negotiation which it has imposed on employers not concerned with nor capable of dealing with such bar. The statement by the union that it "informed the companies that no settlement would be reached unless the Alberta Wheat Pool would withdraw", may constitute a failure by the union to bargain collectively, as called for by the act, with employers who have separate certifications, administer their agreements separately, and have distinctions in classifications of position and rates of pay, and only up to now have negotiated together for the convenience of the union and the employers.

(3) The Board should withdraw, unless requested by the Minister to continue, without prejudicing, in any way, the position of the parties on any of their proposals, and the Alberta Wheat Pool and the union in their lawsuit. I must record, with regret, that the Board did not deem it necessary to exercise its powers under section 35 of the act to require evidence on oath and take such other positive steps as might be required to impress upon the parties, and particularly the union, their obligations to each other and to the public implied in the act.

(4) Only the parties to the report of March 4 can properly or logically in the terms of the act "reconsider and clarify or amplify the report of any part there of" in the absence of any new matter being added to the statement of matters referred to it, and I respectfully suggest that there is no provision in the act for anything other than the report made under section 32(7) of the act or such reconsidered report.

(5) I understand a "report" dated April 20, 1965, signed by the Chairman and the union nominee, has been filed with the Minister. If the Minister accepts the "report" dated April 20, in effect revoking the report dated March 4, 1965, by accepting recommendations in detail which could not, in the express opinion of the Chairman and the company nominee, be usefully made and assist in leading to a settlement of the dispute, it will result in a circumvention of the spirit and letter of the act regarding collective bargaining, and the obligation of all the parties to make every reasonable effort to conclude a renewal or revision of the collective agreements. The parties will be free to take unilateral action affecting, in the Minister's words, "the economy of western Canada", but now also prejudiced, or assisted as the case may be, by the specific recommendations contained in the "report" dated April 20, and signed by the Chairman and the nominee of the union, and "urgently requested" by the Minister.

(6) It is noteworthy that the detailed recommendations contained in the "report" of April 20, 1965, fly in the face of the report of the Board of March 4, which stated that the Board was of the opinion that "there are no recommendations the Board could usefully make which might assist in leading to a settlement of this dispute", which in itself was tantamount to a recommendation.

All of which is respectfully submitted, dated at Winnipeg, Man., this 21st day of April, 1965.

(Sgd.) W. S. Neal,
Member.

Attachment to Minority Report

The Board of Conciliation and Investigation established in respect of a dispute between the aforementioned parties met in Vancouver on the 15th day of February, 1965, to hear the representations of the parties and continued these hearings on the 16th, 17th and 18th of February.

At these hearings the employers were represented by John A. Bourne, counsel for the employers; D. Paterson of the Alberta Wheat Pool; J. Gage of Burrard Terminals Ltd.; D. Ireton of Pacific Elevators Ltd.; A. E. Metcalfe and J. Loney of the Saskatchewan Wheat Pool; and E. V. Titheridge and D. McRae of United Grain Growers. On the 18th day of February, A. T. Baker of the Saskatchewan Wheat Pool joined the hearings.

The union was represented by E. C. Sims, B. Chapman, Murdo Thompson, J. R. Smart, H. Kanes, R. W. Ferguson and D. E. Fraser.

The dispute involves approximately 450 members of the union employed in terminal elevators operated separately by the five employers at Vancouver and New Westminster. It arose out of the failure to agree upon the provisions of a new collective agreement to replace the former agreement which was terminated November 30, 1964 and which, in effect, comprised five separate agreements, identical in most respects.

The five employers involved in this dispute are associated as a group but they do not constitute an employers association within the meaning of the "Industrial Relations and Disputes Investigation Act". They negotiate together but they administer their collective agreements separately.

It became apparent very early in the proceedings that a bar existed which effectively inhibited any real effort to conciliate the dispute. Last September a work stoppage occurred at the Alberta Wheat Pool, and the employer is now proceeding with an action for damages against the union and certain of its officers.

The union has made it plain that it will not negotiate for a new agreement with any of the five employers, unless this legal action is abandoned, and the Alberta Wheat Pool is not prepared to abandon the action except as part of a general agreement on a new collective agreement.

The members of the Board of Conciliation and Investigation met separately on several occasions during the week of February 15 to 19 to attempt to find a solution to this difficulty and the Chairman of the Board, at the instructions of the Board, met with the representatives of each side for the same purpose. All such efforts failed to produce any constructive result, although it is possible that the other points in issue, difficult as they may appear, might be settled if the barrier of the lawsuit were removed and the parties were prepared to direct their attention to them.

It was disclosed during the hearings of the week of February 15 to 18, by counsel for the employers, that the lawsuit was capable of being withdrawn from the courts and settled on some other basis. The union made it equally clear that withdrawal of the lawsuit would be a condition precedent to further negotiations on the collective agreements.

Under the peculiar circumstances, which obtained on the 18th February, it was apparent that neither party to the dispute had offered any hope up to that time of an agreed settlement, and further that the Board was not able to find any indication of a proposal which might be acceptable to them.

The situation was such that the members of the Board did not think it advisable, and were not prepared, to make any recommendations as to the content of a new collective agreement.

The meetings of the Board were, therefore, adjourned until the 2nd of March and the Chairman requested the Minister to grant an extension of time in which the Board might make its report.

It was hoped that during the period from February 18 to March 2 the parties would have second thoughts, and that it might be possible to commence again on the 2nd March with better hopes for a result satisfactory to both sides.

The members of the Board met again on the 2nd March, 1965, and as a result of that meeting and subsequent conversations with counsel for the union and for the Alberta Wheat Pool, negotiations were initiated and took place on March 2 and 3.

The negotiations between these parties were limited to exploring the possibility of settling the legal action between the Alberta Wheat Pool and the union in order that all parties to the dispute could continue efforts to arrive at a new collective agreement.

On the morning of March 4, 1965, the Board was informed by counsel that there had been no agreement in respect to the legal action and that it appeared no solution would be forthcoming in the foreseeable future.

Under the circumstances, the members of the Board see no possibility of any successful efforts to conciliate this dispute. Moreover, the members of the Board are also of the opinion that there are no recommendations the Board could usefully make which might assist in leading to a settlement of this dispute.

The Board, therefore, can make no such recommendations.

E. P. O'Neal expressed his opinion to the Chairman that the Board should recommend

the legal action between the Alberta Wheat Pool and the union be withdrawn as a condition precedent to further negotiations in respect to a collective agreement or agreements.

The Chairman of the Board and W. Scott Neal are of the belief that it would be improper for this Board to make recommendations in respect of a matter before the Supreme Court of British Columbia.

Mr. O'Neal has indicated his intention of filing a minority report.

Dated at Vancouver, B.C., this 4th day of March, 1965.

(Sgd.) R. J. S. Moir,
Chairman.

(Sgd.) W. S. Neal,
Member.

Report of Board in Dispute between

North American Elevators Limited

and

National and Catholic Syndicate of Longshoremen of Sorel Inc.

(*Translation*)

The Board of Conciliation consisting of His Honour Judge Jules Poisson, whom you appointed as Chairman of the Board on the joint recommendation of the two other members; Jean Girouard, appointed on the nomination of the company; and Jean-Robert Ouellet, appointed on the nomination of the syndicate, having held several meetings at Sorel and Montreal in accordance with the act, in order to hear the representatives of the two parties on the matters remaining in dispute in their negotiations for the renewal of the collective agreement that expired December 31, 1963, presents this report, its findings, and recommendations, which they judge as equitable and susceptible in favourising a settlement of the dispute between the parties concerned.

During the inquiry, the parties came to agree on a certain number of matters that were in dispute. The Board, therefore, takes note of the following matters entered into agreement before it:

Article 2—Par. (a)—industrial jurisdiction: The parties came to an understanding on the following text, the italicized part constituting an amendment to the old text:

"The industrial jurisdiction of the present agreement extends to the loading and unloading of all ships affected to high seas, inland and coastal navigation, the loading and unloading of freight cars, *the loading and unloading of trucks for merchandise subject to maritime freight,* the work of the checkers and coopers, in the port of Sorel, as defined in the present agreement."

Articles 3, 4, 5, 6 and 14 in so far as the work-week and regular hours of work are concerned: The parties agreed upon the 40-hour week, with regular hours of work from 8 a.m. to 5 p.m. from Monday to Friday inclusive.

The parties also agreed to a guaranteed minimum payment of two hours at the rates in effect for each call, subject to the provisions of Article 12.

Article 7—holidays: The parties agreed to add Good Friday to the holidays actually provided for in Article 7 of their agreement.

Article 13—Par. (g), Sub-par. 6—tankers: The parties agreed to add to paragraph (*b*) the following text: "These men shall be called up for work at the same time as feed tenders".

Article 14—explosives (holidays): The parties agreed to add Good Friday to the list now in force.

(*f*) The parties agreed to modify the text under which the employer agrees to supply lifebelts, and a shelter large and comfortable enough for the employees to have their meals.

(*g*) The parties agreed to add a paragraph which will read as follows: "An explosives loading team shall consist of 22 men, a foreman and a water carrier."

On the points at issue, we would recommend as follows:

Articles 12 and 14—hours of call: The employer insists on maintaining the actual

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During April, the Minister of Labour received the report of the Board of Conciliation and Investigation established to deal with a dispute between North American Elevators Limited, Sorel, Que., and the National and Catholic Syndicate of Longshoremen of Sorel Inc.

The Board was under the chairmanship of His Honour Judge Jules Poisson of Montreal. He was appointed by the Minister on the joint recommendation of the other two members of the Board, Jean-F. Girouard, Three Rivers, and Jean-Robert Ouellet, Montreal, nominees of the company and union, respectively.

The report was signed by all three members but contains majority and minority recommendations.

The text of the report is reproduced here.

hours of call: 7a.m., 8 a.m., 10 a.m., 1 p.m. and 7 p.m.

The syndicate is asking to abolish the on call hours of 7 a.m. and 10 a.m., but to maintain those of 8 a.m., 1 p.m., and 7 p.m.

The Board, after having examined and deliberated the arguments for and against in this matter, came to the conclusion to recommend that the maintenance of the hours on call should remain as existing.

Article 9—berth-men: In its original demands, the syndicate had asked that the clause be amended to provide the minimum of six men and a foreman, instead of four men and a foreman. However, in an exchange of correspondence establishing the final position taken by the parties before conciliation and produced on file as Exhibits S-2 and S-3, it appears that the syndicate dropped its amendment, and that the two parties agreed to maintain the actual text of Article 9.

During the inquiry, however, the employer requested a new amendment to this clause, by virtue of which the moving of a ship in one operation, from one wharf to another, would be done by the same team on the same call.

The syndicate recognizes that this would be possible from the Lanctot Dock to the employer's wharf, or vice versa, but that it would not be possible from the Marine Industries Limited wharf to that of the North American Elevators.

It seems that the North American Elevators company will not use the Lanctot Dock any more to berth its ships.

Under the circumstances, the Conciliation Board is of the opinion that the debate on this issue is rather theoretical, for there is little likelihood of the circumstances, that brought it about, occurring again in the future. The Board, therefore, is of the opinion that the text of Article 9, agreed to by the two parties in the exchange of correspondence produced Exhibits S-2 and S-3, be unchanged.

Should the application of this Article 9 raise some difficulty, however, the Board thinks that the representatives of the parties can easily resolve it through post-arbitral negotiations.

Article 11(a), breakfast hour: The Board recommends that no change be made to this paragraph.

Article 13, Par. (g), Sub-par. 7—loading of grain by way of feed tenders only: The text at issue reads as follows:

"However, if it is necessary to shift spouts, the company or its representative, may call up two additional men for each spout.

The syndicate requested that this text be changed by substituting the word "shall" to the word "may". In that way, the company will be obliged to call two additional men per spout when it is necessary to move spouts. It was established, during the inquiry, that in some cases, instead of calling additional men, the employer's representatives, foremen, and others of higher rank who are not members of the bargaining unit, do actually help the two-man grain-loading team.

The Board recommends, with Board Member Jean Girouard dissenting, that the text be modified as follows: "However, should it be necessary to move the spouts, the company, or its representative, shall call up at least one additional man per spout".

Jean Girouard favours upholding the status quo.

Article 13, Par. (g), Sub-par. 8: This is a new text, which the syndicate has requested be inserted, as follows:

"Any regular team occupied at the stowing of grain shall receive a minimum of four hours' pay at the rates in effect, except where the present agreement provides otherwise, or the work is interrupted due to bad weather, when the minimum guarantee of two hours shall apply. The four hours' pay provided above, is applicable only to the first call on each ship."

The employer concurs with the syndicate on the above text, as is shown in Exhibit S-2, but wants the insertion of the following exception: "Except for the erection of dividers or the making of partitions or platforms."

The Board notes that the circumstances to which this paragraph refers concern the completion of the loading of a ship with grain from the elevators at Sorel. But, before proceeding with the loading of grain, the employer must either have a partition built or a wooden divider made, or extend a canvas on the grain already in the ship. Usually it is the regular working party that is called upon to execute the work of the additional loading of grain. In that case, there is no problem with regards to the minimum four hours guarantee, since the two parties are already in agreement to give this guarantee in the texts, which it respectively proposes for this paragraph 8 of Article 13(*g*).

However, in order to effect the loading more rapidly and to liberate a ship at an earlier hour, the employer requires the presence of a few additional men for the making of dividers, platforms, or canvas partitions. The only matter in dispute that separates the parties, concerns these few additional men, occasionally required to assist in the preparation of the ship. The syndicate claiming for them the four hours minimum guarantee at the rates in force, whereas the employer wants to exclude them from this guarantee.

The Board recommends the following text:

Art. 13, Par. (g), Sub-par. 8: loading of grain: Any regular working party set to work on loading or stowing of grain will receive a minimum remuneration of four hours at the rates in force, except in the case where the present agreement provides otherwise, or that the work is interrupted due to bad weather, then, the minimum guarantee of two hours will be applicable. The four hours remuneration provided above is applicable only to the first call-up for each ship. The minimum guarantee of two hours at the rates in force, is also applicable in the cases of the supernumerary being called for work to erect or repair the grain dividers, or for the making of partitions or platforms.

Article 15, vacations: The two parties declared themselves in agreement in that the vacations, with pay, be four per cent for all longshoremen having been in the employ of the employer during the navigation season.

There remains the request of the syndicate in that the vacations with pay be brought up to five per cent for those longshoremen who have been in the employ of the employer for five seasons or more.

The majority of the Board, with Mr. Girouard dissenting, considers that the request of the syndicate is reasonable, and recommends that Article 15 of the agreement be amended in a way that it provide this improvement to the vacations with pay conditions now in force.

Article 13, unloading of barges: We are entering, here, upon the principal factor in dispute between the two parties. For a number of years, in accordance with an understanding reached between the two parties, the unloading of barges is remunerated according to a system that is conveniently called, a remuneration working system. That is to say, that independent of the number of hours effectively worked, the longshoremen committed to the unloading of a grain barge is paid for a certain number of hours, determined on the basis of the number of bushels of grain contained in the barge that is being unloaded. The system, in effect, granted the longshoremen a minimum of eight hours pay no matter what amount of grain was contained in the ship, and an equivalent remuneration of an hour's pay per 20,000 bushels. Moreover, only a short while ago, the syndicate insisted on the payment of wages for overtime work for any payable hour extending beyond the regular hours of work, independent of the effective hours worked.

An understanding reached between the parties during the course of the existence of the last agreement, did reduce the payment of overtime for the hours effectively worked, thereby reducing in an appreciable way the cost of manpower of the employer for the unloading of barges, and also reducing within the same proportion, the income of the longshoremen concerned.

The minimum remuneration of eight hours for all cargo of less than 160,000 bushels is not in dispute, the two parties being in agreement to maintain it.

But, as for the remuneration working system by reason of one paid hour per 20,000 bushels for unloading all cargo in excess of 160,000 bushels, the two parties brought before the Board their respective positions, which the Board has noted as follows:

The Syndicate's Position

The syndicate alleges that it had, during the course of recent years, to reduce from 300 to 100 the number of longshoremen it maintained during the navigation season at the disposal of the port of Sorel.

Within these 100 longshoremen, a working group of 24 are specialized, trained, and regularly assigned to the loading and unloading of general cargoes, or to the loading and unloading of explosives.

The syndicate maintains that these actual working groups have been reduced to the possible minimum if the traditional efficiency of the longshoremen of Sorel is to be maintained, efficiency that was principally established because of the specialization of the different working groups, and the work that is entrusted to them.

The syndicate maintains, moreover, that the remuneration basis, at the rate of one paid hour per 20,000 bushels, was established on the basis of time effectively taken to unload the grain vessels previous to the agreement.

It also maintains that because of the specialization already mentioned, and of the remuneration system, the longshoremen of Sorel have developed a technique and a working rhythm, that permits an efficiency of operations in the unloading and loading of barges far superior to that which exists in any of the other ports in Eastern Canada. This exceptional efficiency is readily admitted by the employer, who concedes that he has exploited this advantageous situation to attract the customers of the maritime companies to the port of Sorel.

The syndicate finally maintains that with the actual remuneration system, the income of its members, the longshoremen of Sorel, have not reached a level that would permit them to face a reduction.

Longshoreman, Paul-Emile Desrosiers, who has eighteen years of service, three on the loading, and fifteen on the unloading of grain barges, did establish before the Board, the

state of his income as a longshoreman for the years 1957 to 1963 inclusive. His income was established in 1961 at $3,798.84; in 1962 at $2,653.32; and in 1963 at $3,768.43. These amounts include the 4 per cent annual vacations with pay, to which he is entitled.

The Company's Position

The Company, by other aspects, alleges that it has, during recent years, carried out many fairly extensive investments in the improvement of its equipment, particularly toward the installation of modern and efficient mechanical equipment for the unloading and loading of grain barges.

The company estimates that with these investments, it has increased the percentage that represents the depreciation of its investment costs with the operation costs, and has reduced the amount of manual work required in the loading and unloading of vessels.

The company also alleges that the rates granted to it by the Canadian Wheat Board for the different phases of its operations, have remained permanent for several years, and that the Board has constantly refused to make any rate adjustments for several years.

For these reasons, the company claims a revision in remuneration on the following basis:

1. One hour of pay per 20,000 bushels for all cargo of less than 300,000 bushels.

2. One hour of pay per 25,000 bushels for all cargo of 300,000 to 500,000 bushels.

3. One hour of pay per 35,000 bushels for all cargo of 500,000 bushels or over.

General Remarks on the Evidence

The Conciliation Board has examined all facts, and the arguments by one or the other of the parties in relation to this problem.

Having considered the rigid stability of the rates that the employer can charge the maritime companies for loading and unloading of grain; the increase in the cost of depreciation in the invested capital for the mechanization of the operations; the modification arising in the relation between the volume of cargo and the number of working hours physically required by the longshoremen by reason of the modernization of the equipment; the Board, in spite of its reticence, has provoked a reduction of the income level of the longshoremen that is not exaggerated, deemed it advisable to welcome the request of the company for a revision of the remuneration system applicable to the unloading of grain barges.

The Board has consequently examined the company proposal to this effect, and analyzed the effect such a proposal would have with respect to the number of payable hours for the unloading of barges that have effectively been unloaded at the employer's pier in 1963, in accordance with Exhibit C-1 as submitted by the company.

First of all, it is noted that for purposes of this analysis, the Board has put aside the overtime hours paid, observing that the parties having agreed in that the overtime rates are only applicable for the hours effectively worked, the revision on the basis of the remuneration system will not affect, in any way, the cost of overtime work.

As a second preliminary observation, it is noted that in 1963 the grain barges unloaded at the Sorel pier can be divided into the following three categories:

1. The small barges with a cargo of less than 300,000 bushels.

2. The medium barges with a cargo between 300,000 and 600,000 bushels.

3. The larger barges containing a cargo between 800,000 and 900,000 bushels.

It is also observed that the small barges are on the way out, and the transport of grain is by medium type of barge, described above, and more and more by the larger barges.

For the purposes of our discussion on the revision of the remuneration system in the unloading of grain barges, we ignore the small barges, observing that they are being removed more and more, and that the employer does not propose the revision of the remuneration system concerning the small barges.

The company proposal draws the dividing line between the medium and larger barges at 500,000 bushels. The Board deemed it advisable to displace this line at 600,000 bushels because, inasmuch as the capacity of the barges reported in Exhibit C-1, 600,000 bushels appears to the Board to be the more logical dividing line, and in other aspects, permits it to classify the barges into two distinctive categories in accordance with the volume of cargo they can transport.

The Board being convinced that during the course of the existence of the next agreement, the majority, if not all of the operations of unloading grain in the port of Sorel, will be from medium and larger barges, considers that the integral application of the company proposal would have too extensive an effect on the level of the longshoremen's remuneration.

The Board, therefore, has decided to elaborate a revised form from the beginning of the company proposition, while taking into account the above made observations.

Mr. Girouard would have accepted the revision of the company proposal in order to allow the remuneration of the unloading of grain barges, by reason of one hour per 20,000 bushels for all cargo of less than 300,000 bushels; one hour per 25,000 bushels

for all cargo of 300,000 to 600,000 bushels; and one hour per 30,000 bushels for all cargo of 600,000 bushels or over.

However, the majority of the Board, with Mr. Girouard dissenting*, recommends that paragraph (*r*) of Article 13 read as follows: "The remuneration to be paid for the unloading of lake grain vessels, is determined by the quantity of grain to be unloaded from each ship, according to the following table:

1. One hour of remuneration per 20,000 bushels for the first 300,000 bushels of the cargo with a minimum guarantee of eight hours remuneration per cargo.

2. One additional hour of remuneration per 25,000 bushels over 300,000 bushels of a cargo and up to 600,000 bushels.

3. One additional hour remuneration per 30,000 bushels over the 600,000 bushels within the same cargo.

The above remuneration is payable on ordinary time.

The overtime rate is applicable only to those hours where longshoremen work outside of the normal working hours provided for in the present agreement.

No overtime will be paid for hours where the unloading of the cargo is done mechanically (dipping).

When the unloading of the cargo is by means of a marine wheel, there will be employed 12 men, a foreman and a water-carrier.

When the unloading of cargo is by means of two marine wheels, there will be employed 24 men, two foremen and one water-carrier.

Duration of the Agreement

The parties declared themselves in favour of an agreement of three years. The Board, therefore, recommends that the agreement to be signed be for three years, from January 1, 1965 to December 1, 1967.

Article 19, savings plan: The Board recommends an increase in the company contributions to the savings plan of five cents an hour, applicable as of January 1, 1965.

Increases of hourly rates: The syndicate has claimed an increase of thirteen cents per year for each of the three years of the agreement.

The company offered in Exhibit S-2 an increase of eight cents per year, for each of the years of the agreement.

The Board having examined, in its entirety, the evidence submitted and noting the wage rates in force in the other ports of the province, and taking into account the particular circumstances in which the parties are in this case, has come to the conclusion to recommend the following wage increases:

1. Five cents per hour, retroactive to January 1, 1964; with Mr. Girouard dissenting, concerning the unloading of barges.

2. Twelve cents per hour, applicable as of January 1, 1965.

3. Ten cents per hour, applicable as of January 1, 1966.

4. Twelve cents per hour, applicable as of January 1, 1967.

Here are the recommendations which the Conciliation Board deems should be submitted.

Before signing our report, we wish to mention the excellent atmosphere that prevailed in the discussions between the parties before the Board, and to congratulate the representatives of the two parties for their proficiency and courtesy in presenting their respective matters before the Board.

We wish also to thank most warmly the attorneys of the two parties for the alacrity and the generosity with which they readily communicated all the required information and documents to the Board.

Dated at Montreal, this 2nd day of April, 1965.

(Sgd.) Judge Jules Poisson,
Chairman.

(Sgd.) Jean Girouard,
Member.

(Sgd.) Jean-Robert Ouellet,
Member.

* Only in the following paragraphs marked 2 and 3 (*Sgd.*) Jean Girouard.

Legal Decisions Affecting Labour

The Supreme Court of Canada upholds decision of B.C. Labour Relations Board to appoint arbitrator. Manitoba Court of Appeal confirms an injunction restraining an illegal strike

The Supreme Court of Canada, in dismissing by a majority decision an appeal from a ruling of the B.C. Court of Appeal, held that the decision of the B.C. Labour Relations Board to appoint an arbitrator under Section 22(3)(*a*) of the B.C. Labour Relations Act "if in its opinion the question is arbitrable" was final and not reviewable on *certiorari*, as the decision was made within the assigned area of the exercise of the Board's power.

In Manitoba, the Court of Appeal confirmed an injuction restraining an illegal strike and compelling the employees to return to work. The decision was made on the ground that the union was in breach of a collective agreement and that the injunction's possible incidental effect of compelling the employees to perform personal services could not deprive the employers of injunctive relief to which they were entitled.

Supreme Court of Canada . . . .

. . . rules that Labour Board's decision that grievance is arbitrable is not reviewable

On January 26, 1965, the Supreme Court of Canada ruled by a majority decision that the appointment by the Labour Relations Board under Section 22(3)(*a*) of the B.C. Labour Relations Act of an arbitrator "if in its opinion the question is arbitrable" was a decision that the Board alone had the power to make within the assigned area of the exercise of its jurisdiction. The Board's jurisdiction in this respect did not depend upon whether or not a court may think its opinion to be erroneous. Consequently, such decision was final and not reviewable on *certiorari*.

Local No. 1-405 of the International Woodworkers of America and Galloway Lumber Company Ltd. had a collective agreement which provided for a grievance procedure and arbitration of disputes under the collective agreement.

When one of the company's employees was dismissed, the grievance procedure was put into motion, leading to the union's demand for arbitration. The company refused to appoint a member of the arbitration board on the ground that the union, in taking procedural steps toward arbitration, did not comply with the provisions of the collective agreement and this led the company to contend that the grievance had been abandoned.

The union, claiming that it had moved for arbitration within the proper time, applied to the Labour Relations Board to appoint an arbitrator for the company under Section 22(3)(*a*) (added 1961, ch. 31) of the B.C. Labour Relations Act.

Section 22(3) reads as follows:

S. 22(3) Where the provision required or prescribed under this section provides for the appointment of a board of arbitration or other body,

(*a*) if either party to the collective agreement within five days of the written notice from the other party of the appointment of his member or members fails or neglects to appoint a member or members, the Labour Relations Board may, if in its opinion the question is arbitrable, appoint a person or persons it deems fit for such purpose, and such person or persons is or are deemed to be appointed by the said party; and

(*b*) if the appointed members, within five days from the date of the appointment of the last appointed member, fail to agree upon a person to act as chairman, and any one of the members has been appointed under clause (*a*), the Minister may appoint a chairman.

On June 21, 1962, the Labour Relations Board ruled, among other things, that the dispute between the company and the union over the dismissal of the employee was arbitrable, and the Board requested the company to nominate its arbitrator. When the company refused to do so, the Board, purporting to act under Section 22(3)(*a*) of the Labour Relations Act, on July 17, 1962, nominated an arbitrator to act as the company's representative on the Board.

The company then moved for a writ of *certiorari* to quash the Board's finding of June 21, 1962 by which the Board, among other things, ruled that the dispute was arbitrable.

On February 19, 1963, Mr. Justice Maclean dismissed the company's motion and held that the appointment of the arbitrator was properly made under Section 22(3) of the Act. This ruling was appealed by the company.

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

The appeal was dismissed and the Court of Appeal ((1964) 48 W.W.R., Part 2, p. 78), by a majority decision held that the power conferred on the Labour Relations Board by Section 22(3) of the B.C. Labour Relations Act to appoint an arbitrator "if in its opinion the question is arbitrable" does not clothe the Board with jurisdiction to act in a judicial or even in a *quasi*-judicial manner that can be reviewed by *certiorari*. Further, the Court held that the appointment of the arbitrator is not a matter of jurisdiction but the exercise of a mere power, which completes the membership of the arbitration board and enables it to function if it truly has jurisdiction. The consequences end with the appointment, and the question of the jurisdiction of the arbitration board remains for the proper tribunal to determine, untrammelled by the Labour Relations Board's opinion. From this ruling the company appealed to the Supreme Court of Canada.

In the Supreme Court of Canada, Mr. Justice Judson, rendering the majority decision, stated, among others, that by Section 22(3)(*a*) of the Labour Relations Act, the Labour Relations Board has power to appoint an arbitrator "if in its opinion the question is arbitrable." The company claimed that the Board must come to a correct decision on this question before it can make the appointment and that the correctness of the decision is reviewable by way of *certiorari*.

Mr. Justice Judson did not agree. In his opinion, the Board's jurisdiction does not depend upon whether or not a court may think its opinion to be erroneous. He added that there is nothing "collateral" or "preliminary" or "jurisdictional" about this question. In his view, the question is "of the very essence" of the inquiry. Further, he added that in the case at bar there could be no ground for judicial review based on an opinion of error in statutory interpretation or an exercise of power beyond that conferred by the statute.

In his view, it was undisputed that there was a complaint of wrongful dismissal and a demand for the appointment of an arbitrator. Power to appoint an arbitrator in these circumstances belonged to the Board "if in its opinion the question is arbitrable." The company's argument wished to change the language to read "if in the opinion of the Board, which will be supported by a court asserting a power of review, the question is arbitrable."

Mr. Justice Judson thought that the Board's decision in the case at bar was correct but that opinion had nothing to do with the issue before the Court. In his view, the Board made the decision which it alone had the power to make. The decision was made within the assigned area of the exercise of the power. Consequently, the decision was final and not reviewable.

The minority view of the Court, as stated by Mr. Justice Spence, with whom Mr. Justice Hall concurred, was that on the facts of the case at bar, the Board rightly concluded that the question at issue was arbitrable. However, in expressing, pursuant to Section 22(3)(*a*) of the Labour Relations Act, its opinion whether a question is arbitrable, the Board was exercising a judicial or at least a *quasi*-judicial function, and not merely an administrative power. Consequently, the exercise of this function by the Board was reviewable by the courts.

The appointment of an arbitrator, Mr. Justice Spence added, may well be an administrative act, but the determination whether a question is arbitrable involves a consideration and interpretation of the collective agreement and is a judicial act.

The Supreme Court of Canada dismissed the company's appeal. *Galloway Lumber Company Ltd. v. Labour Relations Board of British Columbia and International Woodworkers of America, Local 1-405, (1965), 51 W.W.R., Part 2, p. 90.*

Manitoba Court of Appeal . . .

. . . confirms injunction restraining illegal strike, causing employees to return to work

On October 30, 1964, the Manitoba Court of Appeal affirmed with a variation a judgment of Mr. Justice Bastin, who ordered that an injunction restraining an illegal strike, and originally granted in an *ex parte* application by Winnipeg Builders Exchange against the Operative Plasterers' and Cement Masons' International Association, Local Union No. 334, Winnipeg, be continued until the trial of the action (L.G., May, p. 432).

The Court of Appeal held that, although an injunction is not ordinarily granted to compel the performance of personal services, the fact that an injunction restraining an illegal strike may have the additional and incidental effect of causing the employees who went on strike to return to work is not of sufficient consequence to disentitle the employers to injunctive relief.

The judgment of the Court was rendered by Mr. Justice Monnin. Reviewing the circumstances of the dispute, he noted that the word "strike" is defined as follows in Section 2(*p*) of the Manitoba Labour Relations Act:

> (*p*) "strike" includes a cessation of work, or refusal to work or to continue to work, by employees, in combination or in concert or in accordance with a common understanding, for the purpose of compelling their employer to agree to terms or conditions of employment or to aid

other employees in compelling their employer to agree to terms or conditions of employment.

Further, Mr. Justice Monnin noted that, by a collective agreement, Local Union No. 334 of the Operative Plasterers' and Cement Masons' International Association and the plastering contractors' section of the Winnipeg Builders' Exchange settled the terms of employment of journeymen plasterers for the period commencing May 1, 1962, and ending April 30, 1963. The agreement was extended to April 30, 1964.

The agreement contained, *inter alia*, the following provisions:

Section 1—Term of Agreement and Negotiation for Renewal:

(C) Both parties hereto agree to enforce and see that its members enforce all provisions of this Agreement and also any decision of an Arbitration Board under Section 4.

Section 5—Strikes and Lockouts:

(A) It is agreed by the Union that there shall be no strike or slowdown either complete or partial, or other collective action which will stop or interfere with production during the life of this Agreement or while negotiations for a renewal of this Agreement are in progress.

(B) It is agreed by the Employers that there shall be no lockouts during the life of this Agreement or while negotiations for a renewal of this Agreement are in progress.

Section 16

(B) It is agreed that the Union will not allow its members to contract for any work on a labour basis. Further, the union will not allow its members to work for an Employer not signatory to this Agreement for less wages than set forth in this Agreement.

Further, the agreement contained provisions for renegotiation and stipulated that once notice of renegotiation has been given it had the effect of continuing the agreement in full force during the period of negotiation.

In February 1964, the union gave written notice of its intention to negotiate a new agreement and thereafter negotiations took place. On June 12, 1964, at the request of the union, the Minister of Labour instructed a conciliation officer to confer with the parties. With the assistance of this officer, negotiations were continued up to and including July 21, 1964, and had definitely not terminated on that date.

On the morning of July 21, all the journeymen plasterers reported for work at their various places of employment and, later during the day, without notification of any kind to their employers and without authorization from them, ceased to work.

Later the same evening, the international vice-president of the union sent to all employers concerned telegrams in the following language:

"Agreement for 1964-66 awaits your signature at 919 Notre Dame tonight plasterers can and will return to work when this agreement is signed office will be open until eleven o'clock."

An *ex parte* injunction restraining illegal strike was granted by Mr. Justice Smith on July 23, 1964. This injunction was ordered by Mr. Justice Bastin to continue until trial; but he substituted therein new wording, as follows:

1. This Court doth order that the Defendants and each of them, their officers, servants, agents and members be and they are hereby strictly enjoined and restrained until the trial of this action from declaring, authorizing, counselling, aiding or engaging in or conspiring with others to bring about or continue an unlawful strike with respect to employment of plasterers with the plaintiff employers in combination or in concert or in accordance with a common understanding for the purpose of compelling the plaintiff employers to agree to terms or conditions of employment of the employees of such plaintiff employers.

2. This Court doth further order that the Plaintiffs recover against the Defendants, jointly and severally, their costs to be taxed and in any event of the cause.

The decision of Mr. Justice Bastin was appealed by the union.

In the opinion of Mr. Justice Monnin, there was a stoppage of work and the telegrams clearly indicated that the workers would return to work only when the agreement was signed. This was, in his view, a concerted effort by the union, its officers and its members to compel the employers to sign an agreement to their satisfaction and their liking, in the middle of negotiations, and at a time when a conciliation officer, duly appointed by the Department of Labour, was attempting to bring the parties together.

In the opinion of Mr. Justice Monnin, the only point that needed consideration by the Court of Appeal was whether an injunction was a proper remedy under the circumstances.

Counsel for the union claimed that the Court could not order an injunction, because it purported to require people to positively perform work for other persons and that such an injunction was contrary to legal precedent and undesirable from a social standpoint. He further submitted that the Courts have always refused to entertain injunctions in the case of agreements for personal services.

Mr. Justice Monnin stated that the union, acting on behalf of its membership and its duly authorized officers, covenanted that during the lifetime of the agreement or while negotiations for its renewal were in progress, there would be no strike or slowdown, and no collective action that would stop or interfere with the work. In his opinion, it is the substance of the covenant rather than the

form that is important. He was satisfied that in the case at bar there was an express negative covenant.

Further, he stated that the Courts have restrained by injunction the breach of such a negative covenant; interference by the Courts in such a case has the effect of an order for specific performance.

Mr. Justice Monnin stated that the principle applicable to the situation under review is set forth in *Kerr on Injunctions,* 6th ed., pp. 422-3, as follows:

> If parties for valuable consideration, with their eyes open, contract that a particular thing shall not be done, all that a Court of equity has to do is to say by way of injunction that the thing shall not be done. In such a case the injunction does nothing more than give the sanction of the process of the Court to that which already is the contract between the parties. It is not then a question of the balance of convenience or inconvenience or of the amount of damage or injury, it is the specific performance by the Court of that negative bargain which the parties have made with their eyes open between themselves, unless the covenantee has, by his conduct or omissions, put himself in such an altered relation in the covenantor as to make it manifestly unjust for him to ask the Court to enforce the covenant by injunction, or the covenantee has suffered no damage by the breach of covenant and is offered an undertaking that will prevent any future damage by the continuing breach, and the granting of an injunction would inflict damage on the covenantor out of all proportion to the relief given to the covenantee.

A similar statement of the law is contained in 21 Hals., 3rd ed., p. 382, para, 802. The subtitle of this paragraph is "Proof of damage unnecessary". One may also find in Halsbury the additional words: "If the construction of the contract is clear and the breach is clear, the mere circumstances of the breach affords sufficient ground for the injunction."

Returning to the situation at bar, Mr. Justice Monnin stated the parties entered into the agreement with open eyes. Freely, voluntarily and, presumably, to the best advantage of its membership, the union agreed not to cause any stoppage of work during the existence of the agreement. The union avowedly broke the agreement. The underlying principle behind the granting of an injunction in cases of this nature is that the Court will not suffer people to depart from their agreement at their whim, leaving the party with whom they contracted to the chance of collecting damages if and when they can.

Further, Mr. Justice Monnin stated that the main effect of the order granted by Mr. Justice Bastin was to enjoin the union officers and members from declaring, authorizing, counselling, aiding and engaging in or conspiring with others to continue this unlawful stoppage of work. That was the main purpose of the order—the stoppage of this concerted effort as displayed by the show of telegrams—and was certainly warranted in view of the breach of the covenant.

Mr. Justice Monnin stated also that it was possible and even probable that the injunction might have the additional and incidental effect of causing those members of the union who have ceased to work to return to work for their former employers, but it was only an incidental effect of the injunction and not the main one and, in his view, was not of sufficient consequence to disentitle the employers from the receipt of an injunction which they were absolutely entitled to obtain.

Mr. Justice Monnin concluded that "it would be incredible if a court, because of an incidental effect of its order, should hesitate or find itself without power to grant what the parties on their own behalf, and on behalf of their members, freely and voluntarily agreed to do or agreed to refrain from doing."

The Court of Appeal affirmed the order of Mr. Justice Bastin with a variation regarding the costs. *Winnipeg Builders Exchange et al. v. Operative Plasterers and Cement Masons International Association et al* (1965) 48 D.L.R. (2d), Part 2, p. 173.

The Canadian Construction Association and the Association of International Representatives of the Building and Construction Trades last month presented a joint brief to the Minister of Labour, Hon. Allan J. MacEachen, urging amendments to the Fair Wages and Hours of Labour Act.

The brief urged amendments to avoid conflict with freely negotiated working conditions, and to have freely negotiated employer-paid benefit plan contributions incorporated into "fair wage" rates. The Act should be amended, the brief said, to give recognition to the four main types of construction, and to avoid conflict with freely negotiated hours of work by types of construction. Provision should be made for elimination of overtime permit procedures, and for a statutory limitation on claims for allegedly underpaid wages. It also asked that the Regulations be amended to stipulate the effective date of revised "fair wage" schedules.

Recent Regulations under Provincial Legislation

Saskatchewan revises its minimum wage orders. New orders in Alberta provide for a general minimum wage of $1.00 an hour, introduce paid statutory holiday plan, extend 44-hour week

New minimum wage orders in Saskatchewan increased the general minimum rates for full-time adult workers by $1.50 a week to $38 a week in the cities and $36 a week elsewhere, and raised some occupational rates. A new order for the construction industry set a minimum wage of $1.15 an hour for hourly-rated employees, and introduced a new formula for paying construction workers for public holidays.

In Alberta, a new general minimum wage order provided for the establishment by July 1, 1966 of a province-wide minimum wage of $1 an hour. Another new order extended the 44-hour week now in effect in the larger centres to all parts of the province, effective January 1, 1966. Two other new orders provided for five paid holidays a year for most employees, and for the payment of a lump sum to construction workers in lieu of holidays. The apprenticeship regulations for the appliance serviceman trade were revised.

In Newfoundland, a new minimum wage order for the hotel and catering industry limited deductions for meals from the minimum wage. Apprenticeship regulations were issued for the machinist trade.

Alberta Apprenticeship Act

In Alberta, new apprenticeship regulations for the trade of appliance serviceman were gazetted on April 15 as Alta. Reg. 168/65. Among other changes, the new regulations have defined the term "appliance serviceman," changed the period of apprenticeship and provided for the certification of tradesmen who have not served a formal apprenticeship.

For purposes of these regulations, an appliance serviceman means a person "who is engaged in the service, maintenance and repair of household appliances, not including the initial installation of appliances governed by electrical, gas or plumbing codes and regulations."

In line with recent trends, the term of apprenticeship is now expressed in periods instead of in years, and a minimum number of hours is specified. Instead of four years, the term of apprenticeship in the appliance serviceman trade now consists of four periods of 12 months. Each period is to consist of not less than 1,800 hours of employment, including time spent attending prescribed technical courses. As is customary, time credits may be granted for previous experience or training in the trade. However, an apprentice may not advance to the next period until he has accumulated the required number of hours.

A person with at least four years of acceptable experience in the appliance serviceman trade may now obtain a certificate of qualification if he passes the prescribed examination.

Alberta Labour Act

A new general minimum wage order, a general hours of work order and two orders governing statutory holidays issued by the Alberta Board of Industrial Relations were gazetted as Alta. Reg. 179/65 to 182/65 on April 15.

The new minimum wage order has as its objective the establishment by July 1, 1966 of a general minimum wage of $1 an hour for employees 18 years and older, with provision for a 15-cent differential for younger workers.

The hours of work order extends the 44-hour week now in effect in places with a population of 5,000 or more to all parts of the province, effective January 1, 1966.

One of the new orders dealing with statutory holidays requires an employer to give employees five paid holidays a year, making Alberta the second province, after Saskatchewan, to provide for statutory holidays with pay. The other order requires construction workers to be given 2 per cent of their regular wages in lieu of the five holidays with pay provided for other employees.

Minimum Wages

The new general minimum wage order goes into force on July 1, replacing two general orders issued in 1961.

The new order covers almost all employees in the province. The few exemptions include: farm workers; domestic servants; municipal constables; employees subject to another order; apprentices working under an approved contract; and persons hired for casual, seasonal, or temporary work in any industry by another than the employer engaged in such industry. Persons engaged by contract approved by the Board of Industrial Relations and who are paid either a stated wage or on commission basis are also exempt.

In this order, the Board has used a different approach to minimum wage-setting from that previously followed. The two earlier orders not only set regional and age differentials, but also distinguished between full-time employees whose regular work week was 40

hours or more and employees who normally worked less than 40 hours in a week, setting weekly rates for the former and hourly rates for the latter.

Under these orders, the minimum for full-time employees older than 19 years was $34 a week in places with a population of over 5,000, and $30 elsewhere in the province. The corresponding part-time rates were 85 cents and 75 cents an hour. The full-time minimum for younger workers was $4 a week less than the adult rate for employees 18 to 19 years, and $8 less for those less than 18. For part-time workers, the differential for younger employees was 10 cents or 20 cents an hour, depending on the age.

The new order provides for one general rate, $1 an hour, which is to be introduced gradually to avoid the possibility of hardship either to employers or to employees. At first the $1 rate will apply only in places with a population of more than 5,000. These include Edmonton, Calgary, Lethbridge, Medicine Hat, Red Deer, Jasper Place, Camrose and Lloydminster.

In places with a population of 5,000 or less, the minimum is to be increased in three stages. After July 1, the minimum payable to employees in the smaller centres who are 18 years and older is 85 cents an hour. On January 1, 1966, the minimum is to be increased to 95 cents an hour, and on July 1, 1966 to $1 an hour.

The minimum for employees less than 18 is 15 cents less than the corresponding adult rate.

A daily guarantee provision is again included. It stipulates that an employee who is employed for less than four consecutive hours in a day must be paid for at least four hours at the applicable minimum hourly rate. A meal period of one hour or less may not be counted as part of the four-consecutive-hour period.

The wages of pieceworkers and employees paid in whole or in part on a commission basis may be adjusted so that no employee may receive less than the prescribed minimum rate, provided the period of adjustment is not more than one month.

Time and one-half the regular rate must again be paid for all overtime work.

Limitations are again placed on deductions from the minimum wage for board or lodging furnished as part of wages. The maximum deductions now permitted are: $6 for 21 meals in a seven-day week; $5.25 for 18 meals in a six-day week; 35 cents for single meals; $3 for a full week's lodging; and 50 cents per day where lodging is furnished for less than a week. No charge may be made for meals not consumed.

Deductions from the minimum wage for the provision and upkeep of uniforms required by the employer, or for accidental breakages, are again forbidden.

Hours of Work

As indicated above, the new hours of work order extends the 44-hour week to all parts of Alberta, effective January 1, 1966. The 44-hour standard has been in effect in Edmonton, Calgary, Lethbridge and Medicine Hat since 1952, and in other places with a population of more than 5,000 since 1961. The maximum daily limit remains eight hours in all areas of the province.

Some exceptions will be permitted. In cases where the weekly limit is impractical, hours may be averaged over a four-week period, provided weekly hours do not exceed 48 in any one week.

The new order will apply to almost all employees except farm workers, domestic servants, municipal constables and employees subject to another order. Workers covered by a collective agreement or an industrial standards schedule will also be exempted until the next anniversary date of the agreement or schedule following the effective date of the order (January 1, 1966).

Statutory Holidays

General Order

The new general holiday order requires employers to give their employees five paid holidays a year—New Year's Day, Good Friday, Dominion Day, Labour Day and Christmas Day.

In issuing this order and the order governing holidays in the construction industry described below, the Board has, for the first time, exercised authority granted to it by a 1964 amendment to the Alberta Labour Act. The only holiday provisions previously in effect were those in the general minimum orders prohibiting an employer from reducing the wages of a full-time employee below the prescribed minimum rate, by making a deduction for time not worked on a holiday when the employer's place of business was closed.

The general rule now is that, if a general holiday falls on a regular working day and the employee does not work on that day, he is entitled to his regular wages for the day. If an employee is hired by the week or by the month, his wages must not be reduced by reason of time not worked on the holiday.

An employee who is paid on a daily or hourly basis must be paid at least the equivalent of the wages he would have earned for his normal hours of work. An employee whose wages are calculated on some other

basis must receive the equivalent of his average daily earnings, exclusive of overtime, for the four weeks he worked immediately preceding the week in which the holiday occurred.

An employee who is required to work on a holiday is entitled to his regular wages for the day and, in addition, he must be paid at his regular rate for all time worked, or he must be given a holiday with pay at some other time not later than his next annual vacation or on termination of employment.

Some exceptions are provided. The above provisions will not apply to a person who does not work on a holiday when he has been required or scheduled to do so.

Also, an employee will not be entitled to a holiday with pay if he has not worked for his employer for at least 30 days in the preceding 12 months or if he is absent without leave on either his last regular working day preceding, or his first regular working day following the holiday. If such an employee works on a general holiday, he must be paid at least his normal wages for all time worked.

The new holiday provision, which goes into force on July 1, will not affect any provision in any agreement or contract of service, or any custom that ensures to an employee more favourable holiday benefits than those provided by this order.

Construction Industry

The new holiday order requiring employees in the construction industry, except office staff, to be given holiday pay in lieu of the five general holidays now provided for other employees goes into force on July 1.

It will apply to all branches of the construction industry, including demolition work, the construction of highways, pipelines, irrigation, drainage and sewage systems, the grading and surfacing of airfields, and the construction of power transmission lines and of power and gas distribution systems.

In lieu of five general holidays, a construction worker must be paid an amount equal to 2 per cent of his regular pay for the period of employment or the period since he was last given his annual vacation, whichever is shorter.

This pay in lieu of holidays is to be paid to the employee in a lump sum at least one day before the beginning of his annual vacation, or on termination of employment if services are being discontinued.

New Brunswick Tradesmen's Qualifications Act

In recent months, New Brunswick has designated four trades as being within the scope of the Tradesmen's Qualifications Act, effective from various dates.

The barbering trade was brought under on December 1, 1964, and the powderman's trade on January 1, 1965.

The plumbing trade will come within the scope of the Act on January 1, 1966, and the electrical construction trade on January 1, 1968.

The regulations designating these trades were gazetted on December 4, March 24 and April 24, respectively.

Newfoundland Apprenticeship Act

In Newfoundland, the Provincial Apprenticeship Board has issued its first apprenticeship regulations for the machinist trade and has designated another trade. It has also approved another company training plan.

Trade Rules

The apprenticeship regulations for the machinist trade set a minimum age of 16 for apprentices. The minimum educational standard is Grade X or equivalent, or, under exceptional circumstances, subject to the approval of the Board, Grade IX or equivalent.

The term of apprenticeship is four years or 8,000 hours actually occupied in the trade, whichever is greater; including the probationary period and the required hours of related technical instruction.

Apprentice machinists must attend classes for 12 weeks the first year and for six weeks each succeeding year of the apprenticeship term. As in other trades, apprentices indentured following a pre-employment course will not be required to attend full-time classes during the first year.

Apprentices must be paid a progressively increased schedule of wages, which may not be less than the prescribed percentage of the prevailing journeyman's rate in the place of employment. The minimum is 40 per cent during the first period, 45 per cent during the second, 50 per cent during the third and 55 per cent during the fourth. During the fifth period the rate is 60 per cent of the journeyman's rate, increasing by 10 per cent upon successful completion of each succeeding period to 90 per cent in the eighth period. (A period is six months or 8,000 hours, whichever is greater).

The ratio of apprentices to journeymen is one to two, except that every shop with one journeyman may employ one apprentice.

Apprentices are to work the same hours as journeymen, provided they do not work more than nine hours in a day and five days in a week, except for normal overtime or in emergencies as provided for in a collective agreement.

The new regulations were published on April 6 and went into force on March 17.

Designated Trade

The trade of stationary engineer was designated an apprenticeable trade in an order gazetted on April 20, replacing the trade of stationary operating engineer.

Company Training Plan

The new company apprenticeship training plan applies to Bowater's Newfoundland Pulp and Paper Mills Limited and covers 13 trades. The details of the plan were published on April 20.

Newfoundland Minimum Wage Act

A new minimum wage order for the hotel and catering industry issued by the Newfoundland Government on April 13 limited charges for meals and prohibited deductions for uniforms.

This new order makes no changes in rates (70 cents an hour for men, 50 cents for women) but seeks to protect the minimum wage by limiting the deductions or charges that an employer may make for meals furnished to an employee. The maximum amount that may now be deducted from the minimum wage is 25 cents per meal.

The order also stipulates that an employer must not reduce the wages of an employee below the minimum rate by making a deduction for furnishing, repairing or laundering of uniforms or other special wearing apparel that he requires the employee to wear.

This order applies not only in hotels and restaurants but also in other places where food is prepared and served for which a charge is made, including hospitals, sanatoria, nursing homes, and kitchens and dining rooms operated in connection with industrial and commercial establishments, office buildings and schools. It also covers places where lodging is furnished for which a charge is made.

The new order went into force on May 1.

Saskatchewan Minimum Wage Act

In Saskatchewan, the two general minimum wage orders and eight special orders governing particular workplaces or occupations have been revised, and a new order for the construction industry has been issued. The minimum wage order for the logging and lumbering industry, and the order requiring employers to give employees detailed earnings statements on regular pay days and on termination of employment, were re-issued without change. The new orders were gazetted as Sask. Reg. 61/65 to 73/65 on April 15 and went into force on May 1.

The orders with the widest coverage, that is the two general orders and the five orders governing hotels, restaurants, educational institutions, hospitals, nursing homes and amusement places, increased full-time rates for adult workers by $1.50 a week and made them payable at age 17 instead of 18. As a result, the minimum for full-time employees 17 years and older is now $38 a week in 10 cities (all of the cities in the province except Lloydminster) and $36 a week in the smaller centres.

The new special order for the construction industry set a minimum wage of $1.15 an hour for hourly rated construction workers and introduced a new formula for paying these employees for public holidays.

Three other special orders set higher minimum rates for resident janitors in apartment houses, for drivers of heavy trucks and for employees engaged in well drilling.

Coverage

Together, the two general and 10 special minimum wage orders cover almost all employees in the province. The only exclusions are managerial employees, domestic servants in private homes, agricultural workers and a few minor occupational groups.

Minimum Rates

In this revision, the Saskatchewan Minimum Wage Board has increased some rates, but has made no changes in its general approach to minimum wage setting. It has retained the regional and age differentials and has also continued its practice of setting weekly rates for full-time employees and hourly rates for part-time workers.

Under the two general orders (Orders 1 and 4), and the four orders governing hotels, restaurants, educational institutions, hospitals and nursing homes (Orders 2, 3, 5 and 6), the full-time or weekly rates apply to persons who regularly work 36 or more hours a week, and the part-time or hourly rates apply to employees whose normal work week is less than 36 hours.

The order for amusement places (Order 10) defines "full-time" employees in the same manner as the orders referred to above, but classifies persons who work between 16 and 36 hours a week as "part-time," and employees who normally work less than 16 hours a week as "casual".

In the two general orders and five special orders referred to above, full-time rates have been increased by $1.50 a week. The minimum for full-time employees 17 years and older employed in shops, offices, factories, hotels, restaurants, educational institutions, hospitals and nursing homes and amusement places is now $38 a week in the cities (and within a five-mile radius), and $36 a week elsewhere. The rates for full-time employees under 17 are $36 and $34, respectively.

These seven orders have set the same general part-time rates as formerly, except that the adult rates are now payable at 17 instead of 18. The minimum for part-time adult workers remains $1 an hour in the cities and 95 cents an hour elsewhere. Part-time rates for employees under 17 are 95 cents and 90 cents an hour, depending on the location.

As before, the number of part-time workers is limited to 25 per cent of the total number of full-time employees in an establishment. An employer who has fewer than four full-time employees is, however, allowed to hire one part-time worker. The order for amusement places does not, however, limit the number of part-time or casual workers employed in an establishment.

The general orders and the special orders for hotels, restaurants, educational institutions, hospitals, nursing homes and amusement places, again provide for call-in pay for part-time and casual workers. They stipulate that all part-time or casual workers except messengers, truck drivers, students employed outside of school hours, and janitors and caretakers, must receive a minimum of three hours pay at the applicable minimum rate for each occasion on which they are asked to report for duty, whether or not they work three hours.

In addition to the rates referred to above, the two general orders again fix special rates for delivery boys and messengers, and for drivers of motor vehicles of up to 7,500 pounds gross weight. The minimum for full-time taxi drivers and drivers of light delivery trucks has been increased by $1.50 a week to $41 a week in the cities, and to $39 in other parts of the province. Part-time rates for employees in this category have been increased by 5 cents an hour to $1.10 and $1.05 an hour, respectively.

The minimum for full-time messengers and delivery boys has been increased by $1 a week to $27.50 a week in the cities, and $25.50 elsewhere in the province. The corresponding part-time rates are now 85 cents and 80 cents an hour. A messenger who provides his own bicycle must, as before, be paid an additional 50 cents a week, if full-time; and an additional 3 cents an hour, if part-time.

Three other special orders also provided for some wage increases. The minimum for full-time janitors and caretakers in residential blocks (employees who work 48 hours a week or more) was increased from $46.50 to $50 a week, and the minimum for part-time employees in this category from $1.05 to $1.15 an hour.

The rate for drivers of heavy trucks (over 7,500 pounds gross weight) was increased to $1.15 an hour or 3½ cents a mile, whichever is greater. The rate for swampers and helpers remains $1.05 an hour.

The revised order for oil well drilling increased the minimum wage from 95 cents to $1.10 an hour.

The new order for the construction industry, the first such order to be issued in Saskatchewan, set a minimum wage of $1.15 an hour for all hourly-rated employees in the industry. This rates applies in all branches of the industry, including the construction or repair of any sewer, drain or gas work; any electrical, plumbing or heating undertaking; and road or highway construction. It does not apply, however, to employees of a rural municipality employed solely on road maintenance.

As a result of these changes, the minimum rates now in effect in Saskatchewan are as follows:

General Rates

Ten cities: $38 a week, $36 a week for employees under 17 years, $1 an hour for part-time employees over 17, 95 cents under 17.

Elsewhere in province: $36 a week, $34 a week for employees under 17 years, 95 cents an hour for part-time employees 17 and over, 90 cents under 17.

Occupation and Industry Rates

Delivery boys and messengers:

Ten cities: $27.50 a week and 50 cents a week for use of bicycle, 85 cents an hour and 3 cents an hour for use of bicycle for part-time employees;

Elsewhere in province: $25.50 a week and 50 cents a week for use of bicycle, 80 cents an hour and 3 cents an hour for use of bicycle for part-time employees.

Truck drivers and helpers and swampers on trucks of more than 7,500 lbs.:

Drivers, $1.15 an hour and 3½ cents a mile, whichever is greater; swampers and helpers, $1.05 an hour.

Operators of motor vehicles 7,500 lbs. and under:

Ten cities: $41 a week, $1.10 an hour for part-time employees;

Elsewhere in province: $39 a week, $1.05 an hour for part-time employees.

Janitors and caretakers in residential blocks:

$50 a week for work week of 48 hours or more, $1.15 an hour if work week is less than 48 hours.

Logging and lumbering:
Cooks, cookees, bull cooks or watchmen, $160 a month; other employees, $1 an hour.
Operation of well drilling rig:
All employees, $1.10 an hour.
Construction:
Employees paid on an hourly basis, $1.15 an hour.

Student Rates

Students employed outside school hours:
Ten cities: 95 cents an hour, if under 17; $1 an hour, if 17 or over.
Elsewhere in province: 90 cents an hour, if under 17; 95 cents an hour, if 17 or over.

Deductions from Wages

The four orders governing hotels, restaurants, educational institutions, hospitals and nursing homes contain substantially the same rules with respect to deductions as formerly. Deductions or charges for board and lodging are again permitted, provided employees agree to accept these facilities. In hotels and restaurants throughout Saskatchewan, the maximum charge remains 25 cents for a night's lodging and 90 cents a day for meals or 30 cents for single meals. The same maxima apply in educational institutions, hospitals and nursing homes, except that they are now limited to persons receiving $39 a week or less (previously $37.50 a week or less).

Deductions for the provision and upkeep of uniforms required by the employer continue to be forbidden.

Public Holidays

The provisions governing statutory holidays are unchanged, except those relating to construction workers. As before, all employees subject to these orders except janitors and caretakers in residential blocks, employees in logging and lumbering, and casual workers in amusement places, are entitled to eight holidays a year with wages at their regular daily rate. The eight days are New Year's Day, Good Friday, Victoria Day, Dominion Day, Labour Day, Thanksgiving Day, Remembrance Day and Christmas Day.

If required to work on a holiday, all employees except those in hotels, restaurants, hospitals, nursing homes and educational institutions, and persons employed on drilling rigs, must receive, in addition to their regular pay for the holiday, time and one-half the regular rate for every hour or part of an hour worked.

Employees in hotels, restaurants, hospitals, nursing homes and educational institutions who are required to work on a holiday must be paid, in addition to their regular pay, wages at th eregular rate for every hour or part of an hour worked; or, if full-time employees, they may be given equivalent time off at regular rates within four weeks.

Persons employed on drilling rigs who are required to work on one of the eight holidays specified must receive their regular wages for the day plus pay at the regular rate for all time worked.

Casual employees in amusement places are not entitled to holidays with pay; but if they do work, they must be paid one and one-half the regular rate.

When Christmas or New Year's Day falls on Sunday, the requirements set out above apply to the following Monday. They also apply when the Monday following Remembrance Day is declared a holiday.

By agreement between an employer and a trade union representing a majority of the employees in an appropriate bargaining unit, another working day may be substituted for any of the eight listed holidays. Where workers are not represented by a trade union, the Minister of Labour may by order permit a similar substitution, if he is satisfied that the employer and a majority of the employees are in favour of the change.

As previously indicated, the order for the construction industry has introduced a new formula for paying construction workers for holidays. Hourly rated employees in the construction industry who do not work on any of the eight public holidays must now be given an amount equal to 3 per cent of their gross wages for the calendar year (exclusive of overtime). This lump sum payment is to be paid to the employees on December 31 in the calendar year in which the holidays occur; or upon the date of termination, whichever is earlier.

Construction workers who work on a public holiday are not only entitled to this lump sum payment, but must also be paid an additional sum equal to one and one-half their regular rate for all time worked. This last amount is to be paid in the pay period in which it is earned.

An option is also provided, permitting construction workers to choose between the new formula and the general holiday provisions. If a majority of the employees in a unit belong to a union, the employer and the union may agree in writing to be governed by section 6(a)(1) of Order 1 (the general order for cities). In such cases, hourly rated construction workers who do not work on any of the eight public holidays will be entitled to their regular wages for the day.

NATIONAL EMPLOYMENT SERVICE

Monthly Report of Placement Operations of the National Employment Service

Number of placements in April was 11.9 per cent higher than average for the month in previous five years. And four-month total up 4.7 per cent from total for comparable 1964 period

Placements of workers by local offices of the National Employment Service during April numbered 94,700. This was 9.3 per cent lower than the total in April 1964 (which had two more working days than April this year) but was 11.9 per cent higher than the average number of placements for April during the previous five years.

The regional distribution of April placements, and the percentage change from April 1964 were:

Atlantic	6,800	+ 0.9
Quebec	29,600	—16.4
Ontario	30,200	— 9.8
Prairie	18,000	— 5.2
Pacific	10,100	+ 3.7
CANADA	94,700	— 9.3

Regular placements (those with an anticipated duration of more than six working days) totalled 71,600, a decrease of 8.9 per cent from the total in April 1964; but the proportion of regular placements to all placements was fractionally higher than in April 1964.

Cumulative placement totals, January to April, amounted to 334,300, an increase of 4.7 per cent over the total for the same period in 1964.

The regional distribution of the cumulative totals, and the percentage change from 1964, were:

Atlantic	23,200	+ 5.3
Quebec	102,100	— 2.1
Ontario	114,300	+ 5.7
Prairie	58,000	+ 5.6
Pacific	36,600	+22.9
CANADA	334,300*	+ 4.7

Male placements amounted to 67,700 during April, a decrease of 9.8 per cent from the number in April 1964. Although fewer male placements were effected in all regions except the Pacific, the largest reduction was in Quebec; this is attributed, in part, to the particularly large demand in Quebec a year ago for workers under the Municipal Winter Works Incentive Program.

Regional distribution of the male placements and the percentage changes from 1964 were:

Atlantic	4,700	— 4.0
Quebec	22,700	—18.0
Ontario	20,800	— 8.6
Prairie	12,600	— 4.8
Pacific	7,000	+ 6.2
CANADA	67,700*	— 9.8

Female placements in April totalled 27,000, a decrease of 7.9 per cent from 1964. All regions except the Atlantic recorded decreases.

The cumulative total of women's placements during January-April 1965 amounted to 100,900, an increase of 0.3 per cent from the total in the same period in 1964. The regional distribution of female placements in April, and the percentage change from 1964, were:

Atlantic	2,200	+13.2
Quebec	7,000	—10.7
Ontario	9,400	—12.5
Prairie	5,400	— 6.0
Pacific	3,100	— 1.5
CANADA	27,000	— 7.9*

Placements requiring the movement of workers from one area to another totalled 3,200 during April. This was a decrease of almost 700 from the total in April 1964, and such transfers were a fractionally lower proportion of total placements than in April 1964.

Transfers-out, by region, were:

Atlantic	300
Quebec	900
Ontario	1,000
Prairie	500
Pacific	600
CANADA*	3,200

Employers notified NES local offices of 131,600 vacancies during April. This was a decrease of 5.2 per cent from the total in April 1964 but an increase of 18.8 per cent over the average for the month of April during the previous five years.

Fewer vacancies than in April 1964 were reported for both male and female workers. The total of 89,200 for men was 6.4 per cent lower, and the total of 42,400 for women was 2.7 per cent lower than the total during April last year.

The cumulative total of vacancies, January to April, inclusive, was 450,200. This was an increase of 6.1 per cent from the total for the corresponding period in 1964 and was the largest number reported in any comparable four-month period since 1947.

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* Imbalances due to rounding.

Monthly Report on Operation of the Unemployment Insurance Act

Total of claimants for unemployment insurance benefit at end of March was lower by 10 per cent than total one year earlier and was the lowest total for the month of March since 1956

Claimants for unemployment insurance benefit on March 31 numbered 539,000, which was about 60,000, or 10 per cent, fewer than the total of 597,300 a year earlier. Most of the improvement was among male claimants.

The present figure is the lowest for March since 1956, when there were 511,000 on claim.

Claimants for seasonal benefit numbered 161,100 on March 31, in comparison with 176,800 on the same date in 1964. All of the year-to-year decline was accounted for by the reduction in the number of male claimants.

Claimants for regular benefit also declined, from 420,500 at the end of March last year to about 378,000 on March 31 this year. Males claiming regular benefit totalled 40,000 fewer, and there was a slight decrease in the number of female claimants.

The reduction in the number of both regular and seasonal benefit claimants this year compared with last is to be attributed to the generally higher level of activity that prevailed throughout the past winter, especially in parts of the economy, such as construction, that have provided a strong demand for male workers.

The claimant total on March 31 was 20,000 below that at the end of February; the numbers of both males and females declined. A decrease of 33,000 in the total of regular claimants was partly offset by an increase of 13,000 in the number of seasonal claimants.

This latter increase is associated with the transition from regular to seasonal benefit as claimants exhaust the former, and are reconsidered for an extension of benefit under the seasonal benefit provisions. On March 31, those classified as seasonal benefit claimants made up 30 per cent of the total.

It is estimated that about 150,000 persons ceased to claim during March. Exhaustion of benefit is estimated to have accounted for 30,000, and the remainder are presumed to have been recalled to work or to have found new jobs.

Initial and Renewal Claims

There were 183,200 initial and renewal claims during March—the same as a year earlier but some 23,000 more than in February. More than half of the increase during the month results from the greater number of transitional claims, which numbered about 46,000 in March in comparison with 32,000 in February. About three quarters of the March claims represented separations from employment during the month. In February, the proportion was 80 per cent.

Beneficiaries and Benefit Payments

The average weekly number of beneficiaries was estimated at 470,700 for March, 454,800 for February and 537,800 for March 1964.

Benefit payments amounted to $55,600,000 in March, $45,300,000 in February and $53,600,000 in March 1964.

The average weekly payment was $24.86 in March, $24.92 in February and $24.90 in March 1964.

Insurance Registrations

On March 31, insurance books or contribution cards had been issued to 5,159,519 employees who had made contributions to the Unemployment Insurance Fund since April 1, 1964.

On the same date, registered employers numbered 340,888, a decrease of 155 since February 28.

Enforcement Statistics

During March, 11,228 investigations were conducted by enforcement officers across Canada. Of these, 7,750 were spot checks of postal and counter claims to verify the fulfilment of statutory conditions, and 593 were miscellaneous investigations. The remaining 2,885 were investigations in connection with claimants suspected of making false statements to obtain benefits.

A claimant's unemployment register is placed in the "live file" at the local office as soon as the claim is made. As a result, the court of claimants at any given time inevitably includes some whose claims are in process. Claimants should not be interpreted either as "total number of beneficiaries" or "total job applicants."

Prosecutions were begun in 291 cases, 124 against employers and 167 against claimants.* Punitive disqualifications as a result of false statement or misrepresentations by claimants numbered 967.*

Unemployment Insurance Fund

Revenue received by the Unemployment Insurance Fund in March totalled $29,627,699.19,† compared with $30,087,356.44 in February, and $32,724,283.25 in March 1964.

Benefits paid in March totalled $55,585,596.67,† compared with $45,332,816.35 in February, and $53,540,883.15 in March 1964.

The balance in the Fund on March 31 was $34,593,288.88,† on February 28 it was $60,551,186.36, and on March 31, 1964, it was $874,880.11.

Decisions of the Umpire under the Unemployment Insurance Act

Decision CUB 2455, December 4, 1964

Summary of the Main Facts: The claimant and the others concerned in this appeal were employed as train crews by The Cumberland Railway Company, Sydney and Louisburg Division, Glace Bay, N.S., the claimant's occupation being that of a locomotive fireman.

The crews were assigned by the railway company to switching service which required them to move empty and loaded coal cars at the collieries of the Dominion Coal Company Limited, Sydney, N.S.

A stoppage of work attributable to a labour dispute between the Dominion Coal Company Limited, Sydney, and the Canadian Brotherhood of Railway, Transport and General Workers, Local 509, took place at 8.00 a.m., on March 23, 1964, when employees of the coal company who were members of Local 509 refused to begin work and established picket lines at the company's premises. According to the record, two other locals of that Brotherhood, viz., 504 and 510, also composed of Dominion Coal Company employees, later joined members of local 509 on the picket lines.

On March 23, 1964, and thereafter, train crews of The Cumberland Railway Company who were members of Lodge 684 of the Brotherhood of Railroad Trainmen and Lodge 717 of the Brotherhood of Locomotive Firemen and Enginemen refrained from running their trains across the picket lines. As a result, coal rapidly piled up in the yards and, as there was no place to store the coal, production in all pits soon came to a halt. The record also reveals that members of District 26 of the United Mine Workers refused to respect the picket lines and continued working until all collieries were obliged to cease work because of lack of coal cars.

The insurance officer disqualified the claimant and suspended benefit from March 22, 1964 to April 4, 1964, inclusive, on the ground that he had lost his employment by reason of a stoppage of work attributable to a labour dispute at the premises at which he was employed (section 63 of the Act). It appears that the strike was settled on April 4, 1964, and that a complete resumption of work took place at 7.00 a.m., on April 6, 1964.

The claimant appealed to a board of referees and contended that section 63(1) of the Act did not apply in his case.

The insurance officer reviewed the case but was of the opinion that no change should be made in his original decision. In reaching this conclusion, he took note of the jurisprudence established in the Umpire's decisions CUBs 862 (L.G. 1953, p. 119), 981, 1201, 1623 (L.G. 1959, p. 507) and 1533.

The unanimous decision of the board of referees which heard the case in Sydney, N.S., on June 10, 1964 reads:

> . . . On 23 March 1964, certain members of Lodge 717 whose names are on the nominal roll attached herewith refused to cross picket lines set up by Local 509, C.B. of R.T. & G.W. At the time they refused to cross the said picket lines, there was a collective agreement in force between their local and their employer which set forth the conditions of employment. The company asked the members of Lodge 717 to honour their collective agreement and they refused to do so. It has been argued that there was no direct intervention between Lodge 717 in the said labour dispute. However, we find as a fact that the members of Lodge 717 acted collectively in this matter.
>
> The board finds that there was a breach of contract between members of Local 717 by their failure to honour their collective agreement by their refusal to cross the picket lines referred to in the statement of facts herein. There is no question that because of their action, they precipitated a speedy settlement of the dispute. There is no question that they lost their employment by reason of a stoppage of work

* These do not necessarily relate to the investigations conducted during this period.

† All figures for March 1965 are taken from an interim statement, and are subject to amendment.

attributable to a labour dispute. There is nothing in the constitution of Local 717 to prevent them crossing the said picket lines.

It has been argued that the cases of members on call (including the claimant herein) can be checked in a different light than those members who refused to cross picket lines, the theory being that there is no evidence that these men refused to cross the said picket lines. It is submitted that there is no merit in this contention as it is well-established jurisprudence that a labour dispute operates as a dragnet and involves all members of the union in the dispute. Little weight has been given to the statement of [the claimant] when he says: "I did not see any picket lines. I would decide whether to cross a picket line when I came to one."

By their refusal to cross the said picket lines, the claimant and those named on the nominal roll attached to the submission clearly lost their employment by reason of a stoppage of work attributable to a labour dispute at the premises at which he was employed.

The appeal of the claimant and those named on the nominal roll attached herewith is not allowed.

. . . The claimant lost his employment by reason of a stoppage of work attributable to a labour dispute at the premises at which he was employed. The claimant has not shown entitlement to relief from the disqualification under section 63(2) of the Unemployment Insurance Act.

The Brotherhood of Locomotive Firemen and Enginemen, Lodge 717, of which the claimant is a member, appealed to the Umpire on August 3, 1964. The appeal, signed by the General Chairman of the Lodge, reads:

The decision states: "The claimant lost his employment by reason of a stoppage of work attributed to a labour dispute at the premises at which he was employed." This is not so because there was no labour dispute with his employer, the Cumberland Railway Company (Sydney & Louisburg Division). Section 63, para (3) of the Unemployment Insurance Act states: "Where separate branches of work that are commonly carried on as separate departments on the same premises, each department shall, for the purpose of this section, be deemed to be a separate factory or workshop." I believe that this section should clear us from the category of a labour dispute at the premises at which we were employed. Further, the dispute was between the Dominion Coal Company and the Brotherhood of Railway, Transport & General Workers, Local 509, and we had no direct interest with either party to the dispute.

Because we had no clause in our collective agreement stating that we must pass a picket line, we believe it to be a change in working conditions and therefore the responsibility of our employer to have said pickets removed from the right of way. An attempt to do this was made by our employer through the medium of a court injunction. This attempt failed. Had this action been successful, we could have carried on our duties without interference. Now, because Art. 10, sec. 2, para (*f*) of our constitution states: "Where a picket line is established by any nationally recognized labor organization our members will not be required to pass through such picket line." And section 60, para (1), Unemployment Insurance Act, states: "An insured person is disqualified from receiving benefit if he lost his employment by reason of his own misconduct or if he voluntarily left his employment without just cause."

Para (2) "For the purposes of this section, loss of employment by reason of misconduct does not include loss of employment on account of membership in, or lawful activity connected with any association, organization or union of workers."

Because honoring a picket line is a lawful activity of our union, we feel we are being done an injustice by being disqualified under section 63 because there was no dispute with our employer.

The decision further states: "The claimant has not shown entitlement to relief from the disqualification under section 63(2) of the Unemployment Insurance Act." Enclosed is an affidavit signed by [the claimant] stating that he did not participate in, finance, or was he directly interested in the dispute that caused the stoppage of work. I feel that this is sufficient proof to relieve him of his disqualification . . .

A statutory declaration by the claimant, dated August 19, 1964, reads:

I . . . do solemnly declare:

1. That on March 23, 1964, the day when the strike of the Canadian Brotherhood of Railway, Transport and General Workers began, I was not called out for work;

2. That on the next day, March 24, 1964, I was called out for work as Locomotive Fireman and my shift on that occasion lasted for ten hours and that I worked on that day irrespective of the strike situation;

3. That it was my full and absolute intention to continue to work at all times when called upon to do so and regardless of the strike situation, but that I did not receive any call to go to work for the remainder of the strike;

4. That under the provisions of the Unemployment Insurance Act, I find that I have been disqualified for the period beginning March 22, 1964, and lasting until April 4, 1964, it being alleged that I participated in, financed, or was interested in the outcome of the strike;

5. That I positively state I did not participate in, finance, or was directly interested in the labour dispute that brought on the strike;

6. That I do not belong to a grade or class of workers that immediately before the commencement of the stoppage included members who were employed at the premises at which the stoppage was taking place or were participating in, or financing, or being directly interested in the dispute;

7. That on the 24th of March 1964, I attended to my duties as I have always done in the past and that it was my full intention to continue to carry out my duties at all times in the future, and that I was available and ready to work every day during the continuance of the strike and that my failure to work was in no way attributable to any act or word on my part;

8. That I consider myself aggrieved by the disqualification that was imposed upon me which prevents me from obtaining the unemployment insurance to which I consider myself fully and justly entitled.

In a statement of observations dated October 20, 1964, for consideration by the Umpire, the Chief of the Adjudication Division of the Unemployment Insurance Commission said:

1. The claimant and the others represented in this appeal and listed in exhibit 8 were employed as train crews by the Cumberland Railway Company (Sydney and Louisburg Division).

Part of their duties required them to make pick ups of coal cars at the collieries of the Dominion Coal Company Ltd., Sydney, N.S.

2. There was a labour dispute and stoppage of work attributable thereto at the Dominion Coal Company Ltd. Such stoppage of work commenced at 8 a.m. on 23 March 1964, when the employees of the Dominion Coal Company Ltd., who were represented by the Canadian Brotherhood of Railway Transport and General Workers, Local 509, refused to commence work and established picket lines. This point has not been disputed.

3. The union in this appeal has brought up the question of separate premises under section 63(3). Whether or not the railway workers may be considered employed in premises separate from the colliery is immaterial.

4. The evidence on file establishes that employees of the Cumberland Railway Company refused to cross peaceful picket lines at 3.45 p.m. on 23 March 1964 and thereafter, and also refused to report for work when called to continue their normal duties, notwithstanding the fact that they were instructed to continue to work by their company. This sympathetic action of the railway employees caused in turn a complete halt in production in the coal pits. Furthermore, the evidence on file also indicates that this sympathetic action by the railway employees was collective action supported by the union . . .

5. The only conclusion that can be drawn from the collective action of the railway employees in refusing to cross the picket lines, or in refusing to report for work and continue their normal duties to service the pit yards is that they extended the existing dispute to the premises where the railway work had to be performed, or as an alternative, that they caused a fresh dispute in their own place of employment. In effect, the work involved was a normal part of the duties of the employees concerned and as such a condition of their employment, so that the dispute is a labour dispute within the meaning and intent of section 2(*j*) of the Act (CUB 1627) [L.G. 1959, p. 622].

6. An appreciable stoppage of work attributable to a labour dispute occurred at the premises where the railway work had to be performed, as the operations of the Cumberland Railway Company were curtailed in one of its integral parts when the employees refused to perform their normal duties in making pick ups of the coal cars at the collieries of the Dominion Coal Company Ltd. The loss of employment of the claimant and those represented in this appeal occurred by reason of this stoppage of work, as indicated by the fact that their work would have continued had it not been for such work stoppage (CUBs 1035 [L.G. 1954, p. 1031], 1142, 1201 [L.G. 1956, p. 200], 1522A, 1623 [L.G. 1959, p. 507] and 1627).

7. Under these circumstances, the claimants involved in this appeal are disqualified unless they prove the conditions of section 63(2) of the Act.

8. The railway occupations involved in this dispute are yard masters, conductors, brakemen, engineers and firemen (helpers). The employees who refused to cross the peaceful picket lines include the following firemen and engineers represented in the union's appeal: [13 names listed].

9. A number of firemen and engineers also listed in the union's appeal refused to report for work when called to serve the collieries as stated by the employer at Exhibit 4-1. The following list gives the names of the employees involved: [17 names listed].

10. On his application for benefit the claimant stated that he last worked on 24 March 1964. During the oral hearing the claimant stated that he usually worked five shifts weekly and in reply to a question as to the number of shifts lost by reason of the stoppage of work, the claimant stated that he had lost nine shifts and this during the two-week period the stoppage of work lasted. The union representative also stated that the loss of shifts was due to the stoppage of work.

11. The claimants involved in this appeal have not proved the absence of participation on their part or on the part of members of their grade or class of workers, and are consequently not relieved under section 63(2).

12. It is submitted that the board of referees made a correct assessment of the facts of this case and its decision, which is in accordance with the jurisprudence, should be maintained.

A. R. Gibbons, Vice-President and National Legislative Representative of the Brotherhood of Locomotive Firemen and Enginemen, submitted a statement of observations dated October 30, 1964, for consideration by the Umpire, wherein he said:

. . . 2. We contend that in respect of section 63(2)(*a*) the claimants in this case are not disqualified because they did not participate in, or finance, nor were they directly interested in the labour dispute that caused the stoppage of work.

3. The same contention applies to section 63(2)(*b*).

4. Section 63(3) is applicable in this case because the Railway operations are separate from Dominion Coal Company operations.

5. I respectfully submit that there was no collective action by the men involved, and certainly there is no evidence of support by the union. On the contrary, the decision as to whether or not one should cross a picket line is one that rests with each individual if and when he encounters a picket line. In weighing the pros and cons relative to taking a decision, the individual is not concerned or involved with the labour dispute that creates the picket line, but rather he is, and should be concerned with the possibility of retaliation, to himself by the pickets. The evidence clearly shows that [General Chairman, Lodge 717] advised the management that the decision would be up to each individual if and when he encountered a picket line.

6. I see nothing in the evidence that would permit the board of referees or the Chief, Adjudication Division to arrive at the conclusion that a concerted sympathetic action by the claimants occurred. Nor is there evidence of the claimants refusing to accept a call for duty. Rather, many of the men were not called for work by the railway company.

7. It is our contention that the onus of responsibility rested squarely on the management of the railway to have the picket line removed, so as to enable the claimants to proceed with their work. The existence of a picket line is sufficient cause for an individual to fear recrimination if he passes through it . . .

A letter dated October 31, 1964, in which the General Chairman of Lodge 717 made comments on some of the statements in some exhibits before the board of referees for use by A. R. Gibbons, Vice-President of the Brotherhood of Firemen and Enginemen, was submitted for the Umpire's attention.

Considerations and Conclusions: The board of referees found as a fact that the claimant and all the other employees of The Cumberland Railway Company who are involved in this appeal lost their employment by reason of the stoppage of work attributable to the labour dispute between the Dominion Coal Company Limited and some of its employees. All the claimants interested in this appeal who were employed at the premises of the Dominion Coal Company Limited are, therefore, subject to disqualification under section 63(1) of the Act unless they have proved, as required by subsection (2) of the said section, that no member of their class of workers was participating in the labour dispute in question.

The board of referees also found as a fact that some at least of the employees of The Cumberland Railway Company refused to cross the picket lines set up by the strikers, and there is abundant proof that those who, individually or collectively, refused to cross the picket lines did so of their own free will. There is not a bit of evidence in the record to suggest that the said picket lines were not peaceful ones.

According to the jurisprudence established by the Umpire in several decisions, some of which are mentioned in the statement of observations dated October 20, 1964, cited above, an employee's refusal to cross a peaceful picket line at the premises at which he was employed at the time of a stoppage of work amounts to participation in the labour dispute which caused the stoppage, in that it constitutes a voluntary withdrawal of his labour and is liable to add strength to the cause of one of the disputants.

In view of the foregoing, I consider that, in the instant case, all the claimants who, individually or collectively, refused to cross the picket lines in order to carry on with their work became participants in the labour dispute and were rightly disqualified pursuant to section 63(2)(*a*) of the Act. As to the other employees of The Cumberland Railway Company who, like the representative claimant, also lost their employment by reason of the stoppage of work due to the labour dispute in question, they are likewise subject to a disqualification pursuant to subsection (2)(*b*) of the aforementioned section inasmuch as, in the particular circumstances of their case, they must be held to have been members of the same class of workers as those who refused to cross the picket lines, i.e., members of train crews whose conditions of employment were governed by the same collective bargaining agreement.

I consequently decide to dismiss the Brotherhood's appeal.

Decision CUB 2460, January 8, 1965

Summary of the Main Facts: This is an appeal to the Umpire by Local 222 of the United Automobile Workers of America against the majority decision of a board of referees which upheld the decision of the insurance officer regarding the allocation of the holiday pay received by this claimant (his case has been selected to serve as a test case in respect of others) during a recognized holiday period at the claimant's place of employment.

The Chief of the Adjudication Division of the Unemployment Insurance Commission reported that the claimant had been employed as a press operator from August 1963 to June 26, 1964, when he was laid off due to a work shortage. He received holiday pay in the amount of $148.43. Although work was again available for the claimant on July 6, 1964, according to the employer, he chose to take his annual vacation from July 6 to July 19 inclusive. The claimant's hourly rate of pay was $2.77 per hour, and his normal work week was 40 hours.

In accordance with the provisions of section 57(1) of the Unemployment Insurance Act and Regulation 155(5), the insurance officer considered the claimant to be not unemployed in respect of the week commencing July 5, 1964, as the evidence revealed that his contract of service continued during that week and he received his usual remuneration in respect thereto. The insurance officer considered the claimant's usual remuneration to be $110.80 per week.

In accordance with the provisions of Regulation 172, the insurance officer determined the amount of holiday pay received by the claimant in excess of $110.80 ($37.63) to be earnings and accordingly allocated these earnings to the week commencing July 12, 1964, in accordance with Regulation 173(6).

The union is not appealing the disqualification imposed under Regulation 155(5) for the week commencing July 5, 1964. It is, however, contending that the "usual remuneration for a full working week" referred to in that subsection should be interpreted as representing $148.43. Before the board of referees it based this contention on the fact that during 1963 the claimant had been required to work considerable overtime and that such overtime pay should be taken into consideration in determining the claimant's "usual remuneration for a full working week."

Clause 7.07 of the Memorandum of Agreement between the company and the appellant union provides that a premium of 50 per cent shall be paid for hours worked in excess of 40 hours per week. Thus, it is recognized that when it is necessary to work longer

than the normal 40-hour week, time and one-half must be paid for the extra time worked over 40 hours during that week. The premium rate is, therefore, payable only under specific conditions and is not normal. The claimant's normal hourly rate is $2.77 and his normal work week is 8 hours per day for 5 days a week, equalling 40 hours a week. The weekly rate of his usual normal earnings is, therefore, $110.80.

The Chief of the Adjudication Division pointed out that in CUB 1790 the Umpire decided that the claimant's normal or full working week within the meaning of subsection (2) of Regulation 155 was 40 hours, irrespective of the fact that the claimant worked eight hours overtime each week. His decision reads in part as follows:

> Therefore, even if it is the custom or rule that the employees of the claimant's grade must work more than 40 hours a week, it is also the custom or rule that the extra hours of work then give rise to the premium of 50%. Therefore, the custom and rule both take into account the distinction established between the working hours which constitute the normal or full working week and the extra hours of work.

The Chief of the Adjudication Division submitted that the insurance officer and the board were correct in determining that for the purpose of Regulation 155(5) the claimant's "usual remuneration" for the week of July 5 must be calculated on the basis of 40 hours at the normal rate of $2.77 for a total of $110.80, and that it follows that the vacation pay which he received in excess of $110.80 must be allocated to another period.

In accordance with the provisions of Regulation 172(1) and following the guidance contained in CUBs 2305A and 2321 the insurance officer and the board of referees properly determined that the vacation pay received by the claimant in excess of $110.80 was earnings and that that sum is properly allocated to the week of July 12, 1964, in accordance with the provisions of Regulation 173(6).

On September 23, 1964, the United Automobile Workers, Local 222, appealed to the Umpire, and requested an oral hearing, which was held on December 17, 1964.

During the hearing, the union representative submitted a written statement of observations, which reads:

> The board of referees, in a majority decision, accepted the decision of the insurance officer, that Regulation 173(6) disqualified [the claimant] from unemployment insurance for the second week based on a 40-hour week. The minority report quite logically concludes the evidence submitted proved that in the year previous the employee worked considerably more than a 40-hour week.
>
> Regulation 173(6) states: "Holiday pay or redeemable holiday stamps or credits shall be allocated to a number of consecutive weeks that will ensure that the claimant's earnings in each such week, except the last, will be equal to the weekly rate of his usual normal earnings from his employer or former employer, and the first of such weeks shall be the first week contained wholly or partly in the claimant's holiday period."
>
> Nowhere in the regulation does it state that 40 hours per week is a normal work week, nor does it exclude overtime in computing normal earnings. In fact, the laws of Ontario call a 48-hour week as a normal work week; whether premium pay for hours over 40 is involved is no concern of the Government. While the majority of the workers in Canada do not have the benefit of a union that can win a concession from the company on premium pay, the Unemployment Insurance Commission has no right to discriminate against workers who have won these concessions.
>
> The companies, in their arguments with union, claim the contract between the company and union provides for 40 hours per week and overtime. And when the company schedules overtime, employees are obligated to work it, or be penalized. Several arbitration cases have been lost to the company in favour of the companies' position.
>
> What are the facts in [this] case?
>
> The employees of [the company] have averaged over 48 hours per week, during the year previous to model change over. [The claimant] earned, during the year 1963, $6,254.76. During that year [his] lost time, from the regular scheduled hours, was some 90 hours. This would make it logical to assume that he also did not work all the overtime that was available, using the figures made available.
>
> The insurance officer claims the normal work week is 40 hours, and [the claimant's] rate of pay was $2.77 per hour. Taking out 40 hours vacation in a year, which is all he is entitled to contractually, would mean 40 hours times 51 weeks, or 2,040 hours times $2.77, making, according to the insurance officer, the normal yearly earnings of $5,650.80.
>
> What were [claimant's] actual earnings? $6,254.76, if you consider, on top of this, he had 90 lost time hours at $2.77. Had he no lost time involved (which the other employees involved had not) his earnings for the year would have been $6,505.06, or $854.26 more than what the insurance officer considers normal.
>
> It would appear that some logic, in these cases, must be used. What is more logical: to use the actual earnings of the employees involved, or the insurance officer's suggestion of what earnings should be used?
>
> If we use the facts, we find the employees of [the company] averaged over 48 hours per week in the previous year, and this fact was given to the Unemployment Insurance Commission investigator, who had at least three meetings with the [company's] Industrial Relations Manager.
>
> The Unemployment Insurance Commission officer says his normal pay would be 40 hours at $2.77 or $110.80 per week. The average hours per employee in [this company] was in excess of 48 hours per week. Using 48 hours as an average, the wage would be 52 times $2.77, or $144.04.
>
> The contract between Local 222 U.A.W. and [the company] clearly states what vacation pay an employee will receive, and how much time allowed for vacation. Should the employee involved be off the length of time the U.I.C. officer states, according to his ruling, there would be a violation of the collective agreement.
>
> The 1964 vacation pay, based on percentage of earnings, included several employees with vacation pay of over five hundred dollars

($500.00) and some over six hundred dollars ($600.00). According to the U.I.C. officer's ruling, if an extended layoff occurred at the vacation period, the U.I.C. could exclude these employees from U.I.C. benefits for five to six weeks, whichever they decide.

We submit the evidence does not show a violation of Regulation 173(6), that the insurance officer violated the rights of the employee by not using the facts of Houdaille vacation plan, and actual earnings.

We propose the following facts be taken into consideration:

1. The contract specifically spells out how an employee earns vacation pay (example—claimant earned for 52 weeks, 40 hours per week, plus overtime, $6,254.76, giving him an earned vacation pay of 2½% of the above earnings).

2. Claimant should not be penalized for the fact that the contract, negotiated by the union, gives him a higher vacation pay (based on 2½% of his earnings from 1-3 years seniority).

3. It must be taken into consideration, when adjudicating this claim, the union contract at [this company] is not a common contract which specifically states that after a certain number of hours worked in the year claimant is entitled to a specific amount of money or vacation. The contract [there] does not guarantee a vacation to anybody. This is one factor you must look at. Based on yearly earnings, claimant could have been on layoff during the year, worked no overtime, and conceivably receive less than fifty dollars ($50.00).

The union contract is spelled out in the above manner. If the contract spelled out a guarantee of 40 hours or 2½%, whichever is greater, the U.I.C. would have some argument.

In view of these facts, we request [that] the appeal . . . be granted. . . .

Considerations and Conclusions: According to part 7.01 of the bargaining agreement in force between the company and the union, the "normal work week" for the employees of the claimants' grade or class "will consist of forty hours".

Subsection (6) of Regulation 173 unequivocally provides that the allocation of a claimant's holiday pay shall be made on the basis "of the weekly rate of his usual normal earnings." Therefore, in view of the word "normal," such allocation cannot be on the basis of a claimant's usual earnings only as would be the case if the union's contentions were upheld regarding the claimants involved in the present case.

In view of the foregoing, I consider that the majority decision of the board of referees should be confirmed.

I consequently decide to dismiss the union's appeal.

First-Quarter Increase in Old Age Assistance Recipients

The number of Canadians receiving old age assistance, and the number receiving a disabled person allowance both increased in the first quarter of 1965, the Department of National Health and Welfare reported last month. But the number receiving a blind person allowance decreased.

Old Age Assistance—The number of persons in Canada receiving assistance under the Old Age Assistance Act increased from 107,174 at December 31, 1964, to 107,354 at March 31, 1965.

The federal Government's contributions under the federal-provincial scheme totalled $11,275,001.62 for the quarter, compared with $11,283,316.67 in the preceding quarter.

Federal expenditure for the fiscal year 1964-65 amounted to $44,990,955.31, an increase of $5,782,774.20 over the expenditure of $39,208,181.11 in 1963-64.

At March 31, the average monthly assistance in the provinces and excluding the territories ranged from $67.03 to $72.41.

Disabled Persons Allowances—The number of persons in Canada receiving allowances under the Disabled Persons Act increased from 52,849 at December 31, 1964, to 53,103 at March 31, 1965.

The federal Government's contributions under the federal-provincial scheme totalled $5,882,766.65 for the quarter, compared with $5,854,128.64 in the preceding quarter.

Federal expenditure for the fiscal year 1964-65 amounted to $23,365,493.13, an increase of $3,158,950.14 over the expenditure of $20,206,542.99 in 1963-64.

At March 31, 1965, the average monthly allowance in the provinces and excluding the territories ranged from $73.23 to $74.63.

Blind Persons Allowances—The number of persons in Canada receiving allowances under the Blind Persons Act decreased from 8,631 at December 31, 1964 to 8,586 at March 31, 1965.

The federal Government's contributions under the federal-provincial scheme totalled $1,404,311.56 for the quarter, compared with $1,410,148.55 in the preceding quarter.

Federal expenditure for the fiscal year 1964-65 amounted to $5,624,701.90, an increase of $636,804.47 over the expenditure of $4,987,897.43 in 1963-64.

At March 31, 1965, the average monthly allowance in the provinces and excluding the territories ranged from $67.93 to $74.10.

Wage Schedules Prepared and Contracts Awarded in April

Works of Construction, Remodelling, Repair or Demolition

During April the Department of Labour prepared 354 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition, and certain services. In the same period, a total of 154 contracts in these categories was awarded. Particulars of these contracts appear below.

In addition, 115 contracts not listed in this report and which contained the General Fair Wages Clause were awarded by Central Mortgage and Housing Corporation and the Departments of Defence Production, Post Office, Public Works and Transport.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in April for the manufacture of supplies and equipment were as follows:

Department	*No. of Contracts*	*Aggregate Amount*
Defence Production (March Report)	140	$ 890,164.00
Defence Production (April Report)	113	1,696,435.00
Post Office	6	43,996.65
Public Works	1	7,255.66
Royal Canadian Mounted Police	2	100,575.68
Transport	4	32,678.90

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) The working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then they shall be fair and reasonable hours;

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour showing the applicable wage deemed to be required in the execution of the work. These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classification to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is, however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Labour Standards Branch of the Department of Labour, Ottawa.

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Wage Claims Received and Payments Made in April

During April the sum of $11,120.98 was collected from ten contractors for wage arrears due their employees as a result of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 262 workers concerned.

Contracts Containing Fair Wage Schedules Awarded in April

DEPARTMENT OF AGRICULTURE

Near *Outlook Sask:* Canada Iron Foundries Ltd, fabrication & installation of spillway gates & hoists, SSR dam project.

ATOMIC ENERGY OF CANADA LIMITED

Chalk River Ont: Murphy & Morrow Ltd, insulation & plaster work to computer bldg 508, nuclear laboratories; Canadian Tile & Mosaic Ltd, completion of terrazzo floors & glazed ceramic wall tiles, computer bldg 508, nuclear laboratories.

CENTRAL MORTGAGE AND HOUSING CORPORATION

Moncton N B: H E Carson & Sons Ltd, landscaping (planting & fencing) of units, FP 1/63. *Saint John N B:* Maritime Gardeners Ltd, landscaping (planting & fencing) of units, FP 5/63; Vincent Construction Co, installation of fire resistant ceiling in bldgs, Rockwood Court.

Montreal area Que: Plej Construction (63) Ltee, balcony decking replacement, Villeray Terrace; W Hofman & Sons, balcony decking replacement, Benny Farm; Girard & Caron Construction Ltee, balcony decking replacement, Le Domaine; W Wirtorczyk, balcony decking replacement, Bellerive apts; Belgo Construction, landscape maintenance at 10 housing projects; Dominion Landscapers Construction, landscape maintenance at seven housing projects; Greene Acres Sod Farms, landscape maintenance at two housing projects. *Montreal north Que:* P & G Floor Covering Reg'd, supply & installation of counter tops & floor covering.

Ville Jacques Cartier Que: Joe Malaket & Fils Inc, supply & installation of gas ranges, Jardin Bellerive. *Ville St Laurent Que:* Joe Malaket & Fils Inc, supply & installation of gas ranges, Place Benoit; General Steel Wares Ltd, supply & installation of electrical refrigerators, Place Benoit. *Ville St Michel Que:* Eloi Gagnon, installation of ceramic tile, Boulevard Pie IX apts.

Kitchener Ont: Central Painting & Decorating, exterior painting of Willowburg apts. *Ottawa Ont:* Roseboro Construction & Equipment Ltd, site improvement & planting for units, FP 3/63.

Saskatoon Sask: M L Henderson & A A Myers, landscaping (planting & fencing) of units, FP1/62.

In addition, this Corporation awarded 10 contracts containing the General Fair Wages Clause.

DEPARTMENT OF CITIZENSHIP AND IMMIGRATION

Fort Frances Indian Agency Ont: Modern Plumbing & Heating, heating improvements, Fort Frances residential school. *Portage la Prairie Indian Agency Man:* Dauphin Fixtures Ltd, installation of dormitory washroom facilities & exterior fire escapes (phase 3), Birtle residential school. *File Hills Qu'Appelle Indian Agency Sask:* Union Electric Co Ltd, renovations to electrical system, Qu'Appelle residential school. *Edmonton Indian Agency Alta:* Dow & Scott Plumbing & Heating Ltd, supply & installation of domestic water heating system, Edmonton residential school.

Lesser Slave Lake Indian Agency Alta: Francis Kaliel, construction of road from Wabasca settlement to Wabasca reserve 166C. *Fraser Indian Agency B C:* Gordon Latham Ltd, boiler plant improvements, Mission residential school. *Terrace Indian Agency B C:* K Moore & Co Ltd, construction of power house, electrical distribution system & house wiring, New Aiyansh Village.

DEFENCE CONSTRUCTION (1951) LIMITED

Farnham Que: Roy Swimming Pools, construction of outdoor swimming pool, camp. *Camp Borden Ont:* Disher-Farrand Ltd, resurfacing of roads. *Centralia Ont:* Burnley Contracting Co Ltd, interior painting of barrack blocks. *Kingston Ont:* Industrial Electrical Contractors Ltd, renovation of electrical services in married quarters, Fort Henry Heights. Near *Toronto (Lakeview) Ont:* Toronto Building Cleaning & Tuckpointing Ltd, installation of aluminum windows & doors, warehouse 1, regional ordnance depot 15.

Gimli Man: Federal Joint Sealing Co of Canada Ltd, crack sealing of concrete tarmacs, RCAF station. *Calgary Alta:* Rusco Industries Alta Ltd, supply & installation of metal combination doors, Sarcee barracks; Pioneer Paving Ltd, asphalt surfacing of parking area & approach. *Nanaimo B C:* Hub City Paving & Construction Ltd, reconstruction & resurfacing of road, camp.

DEPARTMENT OF DEFENCE PRODUCTION

Summerside P E I: Schurman Construction Ltd, supply & installation of doors, jamb casings, etc, for jobsite, RCAF station; Schurman Construction Ltd, retiling floors in bldgs, RCAF station. *Dartmouth N S:* Dean's Nursery Ltd, replacement of trees, Shannon Park married quarters. *Halifax N S:* Alex L Grant, interior painting of bldg D 49, HMC Dockyard, naval garage, Isleville st.

Centralia Ont: Cardinal Painting & Decorating Co Ltd, interior painting of married quarters, RCAF station. *Kingston Ont:* Graves Bros Ltd, replacement of lavatory basins, RMC; Quintal & England Ltd, replacement of built-up roof & flashings, Barriefield camp. *Peterborough Ont:* Mortlock Construction (1963) Ltd, interior renovations & repainting of armoury.

Shilo Man: Hamilton & Jones Co Ltd, construction of radome tower, camp; Hay Decorating Co Ltd, exterior painting of garages, camp; Klean Rite Service, exterior painting of married quarters, camp; Zenith Paving Ltd, asphalt seal coating & sanding of compounds & parking areas, camp. *Winnipeg, Headingly, Transcona & Fort Whyte Man:* Twin Cities Painting & Building Cleaning Co Ltd, repairs to RCAF communication towers.

Saskatoon Sask: Nixon Plumbing & Heating Co Ltd, installation of gas-fired hot water boiler, airport. *Calgary Alta:* J F Burns Sand & Gravel Ltd, supply & tail spread gravel on roads, Sarcee camp; Penman's Weed Control Service, weed control for DND, Currie barracks area. *Edmonton Alta:* Jenkin's Painting & Decorating, repainting of bldgs, Griesbach barracks; Marshall Swim Pools Ltd, mudjacking steps & sidewalks of married quarters, Griesbach barracks.

Wainwright Alta: Russell Hanson Contracting Ltd, crushing, hauling & stock-piling gravel, camp. *Ladner B C:* Imperial Paving Ltd, repairing & seal coating asphalt roads, Vancouver wireless station; Standard Painters, exterior painting of bldgs, Vancouver wireless station.

In addition, this department awarded 40 contracts containing the General Fair Wages Clause.

(*Catering Services*)

Cornwallis N S: Canada Catering Co Ltd, catering at HMCS *Cornwallis.*

NATIONAL HARBOURS BOARD

Montreal Que: Universal Pipe Line Welding Ltd, construction of molasses pipeline at upstream end of Windmill Point basin.

POST OFFICE DEPARTMENT

This Department awarded two contracts containing the General Fair Wages Clause.

PROJECTS ASSISTED BY FEDERAL LOAN OR GRANT

London Ont: Valentine Enterprises Contracting Ltd, construction of Windermere & Stoneybrook pump stations & forcemains.

DEPARTMENT OF PUBLIC WORKS

Brigus Nfld: William A Trask Ltd, wharf reconstruction. *Grand Bank Nfld:* Cameron Contracting Ltd, breakwater repairs. *Grand Bruit Nfld:* Glen Construction Co Ltd, construction of wharf & holding unit. *Grate's Cove Nfld:* Benson Builders Ltd, wharf repairs. *Caplin Cove (Hant's Harbour) Nfld:* Peter Collins & Hubert Wilkins, slipway repairs. *Harbour Main Nfld:* Joseph E Moore, construction of post office bldg. *Islington Nfld:* Glen Construction Ltd, construction of wharf & holding unit. *Lead Cove Nfld:* Peter Collins & Hubert Wilkins, slipway repairs.

Little Bay (La Poile) Nfld: J J Hussey Ltd, construction of wharf & holding unit. *Lower Island Cove (South) Nfld:* Quinlan Bros Ltd, wharf repairs; Power Construction Ltd, slipway repairs. *New Melbourne (Indian Point) Nfld:* H Drover & Co Ltd, slipway repairs. *Old Perlican Nfld:* Avalon Construction & Engineering Co Ltd, slipway repairs. *Pass Island Nfld:* H Drover & Co Ltd, landing wharf reconstruction. *St John's Nfld:* William Lovelace Ltd, interior & exterior repairs, painting & cleaning, post office bldg. *Sibley's Cove Nfld:* A Spurrell Ltd, slipway repairs.

Brae Harbour P E I: Northumberland Construction Ltd, construction of retaining wall. *West Point P E I:* Morrison & McRae Ltd, harbour improvements. *Blockhouse N S:* Bluenose Construction Ltd, construction of post office bldg. *Eastern Passage N S:* Fisher & Miller Construction, construction of post office bldg. *Gabarus N S:* Charles E Hardy, addition to wavebreak.

Halifax N S: Streakless Window Services Ltd, cleaning windows of federal bldgs. *Lower Sandy Point N S:* Shelburne Contracting Ltd, construction of skidway. *New Waterford N S:* T C Gorman (Nova Scotia) Ltd, harbour improvements. *Port Hawkesbury N S:* Eastern Contracting Ltd, construction of federal bldg. *Port Philip N S:* Colin R MacDonald Ltd, wharf repairs. *Port Williams N S:* M L Wallace, construction of post office bldg.

Chockfish N B: Diamond Construction (1961) Ltd, breakwater repairs. *Saint John N B:* Mortimer Window Cleaning, cleaning windows of federal bldgs. *St Martins N B:* Star Construction Co Ltd, east breakwater repairs.

Coleraine Station Que: Philippe Bolduc & Leo Grenier, construction of post office bldg. *Grande Vallee Que:* Desmeules & Durette Enr, construction of post office bldg. *Havre aux Maisons (M I) Que:* Rene Langford, construction of landing. *Hull Que:* Beaudoin Construction Ltd, alterations to National Printing Bureau. *Indian Cove Que:* Emile Cloutier Enrg, wharf extension. *Middle Bay Que:* Theodose Pelletier, construction of landing pier.

Montreal Que: Allied Building Services (1962) Ltd, interior cleaning of postal terminal bldg, 715 Windsor st; Nation-Wide Interior & Maintenance Co Ltd, interior cleaning of National Revenue bldg. *Port Daniel Station Que:* Desmeules & Durette Enr, construction of post office bldg. *Quebec Que:* Mercury Maintenance Services Ltd, interior cleaning, Champlain Harbour Station, Wolfe's Cove.

Riviere a Claude Que: McMullen & Gagnon Inc, wharf extension. *St Ubald Que:* Andre Douville, construction of post office bldg. *St Urbain de Charlevoix Que:* Adolphe Bouchard, construction of post office bldg. *Ville LaSalle Que:* Dominion Landscapers Construction Ltd, interior cleaning of postal station "Ville LaSalle". *Wolfe Bay Que:* Theodose Pelletier, construction of landing pier.

Amherstburg Ont: Dean Construction Co Ltd, reconstruction of wall & dredging for Dept of Transport slip. *Hamilton Ont:* Ruliff Grass Construction Co Ltd, harbour improvements (wharf repairs to terminal 1). *Ottawa Ont:* A Lanctot Construction Co Ltd, alterations to third, sixth & seventh floors of Kenson bldg, 225 Metcalfe St; Paul Desloges, repairs to fence, Parliament Hill; Robert Construction Co (Ottawa) Ltd, alterations to sixth & ninth floors, Justice bldg; R E Ferguson Ltd, lighting improvement in basement file storage area, Veterans Affairs bldg; Allied Building Services (1962) Ltd, interior cleaning, etc, Trade & Commerce bldg. *Ottawa Ont & Hull Que:* Sanco Ltd, cleaning windows of federal bldgs.

Port Arthur Ont: The J P Porter Co Ltd, harbour repairs & improvements, Lakehead. *Port Dover Ont:* George L Dillon Construction Ltd, repairs to west pier. *Trenton Ont:* Lightfoot Construction Ltd, installation of timber curb & repairs to launching ramp. *Wheatley Ont:* George L Dillon Construction Ltd, harbour improvements (timber wall & dredging).

Riding Mountain National Park Man: Freheit Construction Ltd, construction of Agassiz ski patrol bldg for Dept of Northern Affairs & National Resources. *Winnipeg Man:* Allied Building Services (1962) Ltd, interior cleaning of post office bldg. *Assiniboia Sask:* Bird Construction Co Ltd, additions & alterations to federal bldg. *Prince Albert Sask:* W A Brown, interior cleaning of immigration bldg. *Regina Sask:* City Cleaners Ltd, interior cleaning of Motherwell bldg.

Banff National Park Alta: I W Campbell Construction Ltd, grading, base course & bridges, motel access road, Lake Louise development. *Innisfail Alta:* Hornstrom Bros Construction Ltd, construction of RCMP dog training kennels, married quarters & garage. *Jasper National Park Alta:* Haddock's Landscape & Tree Service Ltd, slope seeding, mile 0-11.1, Jasper-Edmonton hwy & mile 0-9.5 Maligne Lake-Medicine Lake road.

Refuge Cove B C: D C D Piledriving Co Ltd, float extension. *Shoal Bay B C:* D C D Piledriving Co Ltd, float extension. *Fort Smith N W T:* Poole Engineering Co Ltd, grading culverts & base course, mile 97.5-158, Fort Smith hwy. *Tuktoyaktuk N W T:* Yukon Construction Co Ltd, construction of wharf. *Whitehorse Y T:* Erni's Garbage Collection, removal

& disposal of refuse along northwest hwy system; Wolf's Motor Winding, refrigeration equipment services, mile 101-456, northwest hwy system.

In addition, this Department awarded 44 contracts containing the General Fair Wages Clause.

THE ST LAWRENCE SEAWAY AUTHORITY

Beauharnois Que: Dominion Underwater Contractors Ltd, repair of erosion damage under approach walls of upper & lower locks. *Beauharnois & St Lambert Que:* Annett Chemicals Ltd, grouting locks. *St Lambert to Cote Ste Catherine Que:* Payette Construction Ltee, placing riprap along bank of south shore canal. *Port Colborne Ont:* R E Law Crushed Stone Ltd, construction of road & removal of approaches to temporary Bailey bridge across lock 8, Welland canal.

Thorold Ont: C A Pitts General Contractor Ltd, site excavation, east dock (stage 1); Dominion Bridge Co Ltd, supply & installation of sector gate operating machines for upper end of lock 7, Welland canal. *Welland Ont:* Dominion Bridge Co Ltd, structural & mechanical repairs & restoration of vertical lift bridge 18, Welland canal.

DEPARTMENT OF TRANSPORT

Gander Nfld: M & T Construction Co Ltd, alterations & renovations to signal centre bldg. Near *Trepassey Nfld:* Dosco Industries Ltd, erection of tower at Cape Race Loran "C". *Halifax N S:* Municpal Spraying & Contracting Ltd, construction of heating tunnel & steam main & drainage improvements, international airport. *Lockeport N S:* Mosher & Rawding Ltd, construction of receiving station, bldgs & services.

Sydney N S: Chappell's Ltd, renovations to bldgs to provide cadet accommodation & canteen facilities, Point Edward naval base, Canadian Coast Guard College. *Yarmouth N S:* Rodney Contractors Ltd, construction of pumphouse & water reservoir. *Moncton N B:* Hi-Lite Electric Ltd, rerouting cables & construction of power supply to air terminal bldg, airport.

Dorval Que: Arno Electric Ltd, replacement of high intensity lighting on approaches 06L & 10, Montreal international airport. *Montreal Que:* Dominion Landscapers Construction Ltd, maintenance of horticultural grounds & interior plantings, international airport. *Quebec Que:* Canadian Ice Machine Co, installation of air conditioning & related work, air terminal bldg.

Fort William Ont: Roseboro Construction & Equipment Ltd, landscaping development of air terminal area, Lakehead airport. *Malton Ont:* Frost Steel & Wire Co Ltd, construction of fence, Toronto international airport. *Winnipeg Man:* H J Funk & Sons Ltd, construction of sand storage bldg & related work, airport.

Saskatoon Sask: Plains City Electric Co, installation of condenser discharge threshold identification lights, runway 14, airport. *Port Hardy B C:* Western Paving Ltd, repaving runway 20-28, etc, airport. *Burwash Landing Y T:* D L Guthrie Construction, installation of pile foundations for a radio station.

In addition, this Department awarded 19 contracts containing the General Fair Wages Clause.

Manufacturers Profit on Sales Dollar 5.4 Cents in 1964

Profit on the manufacturers' sales dollar averaged 5.4 cents in 1964, the Canadian Manufacturers' Association reported last month. The figure was established as a result of the 17th annual survey conducted by the CMA among its member firms.

The figure for 1964 matched not only the profit of the previous year but also the average of all the years since the study was begun in 1949.

Of the 5.4 cents after-tax profit on each dollar of sales, 2.9 cents were retained in the business and 2.5 cents were for shareholder dividends. Federal and provincial taxes were equal to 4.0 cents on each dollar of sales.

The 935 companies that returned the questionnaire had net sales totalling $13,658,495,000 and had, during their fiscal year, 524,932 men and women on their payrolls.

91937—6½

PRICE INDEXES

Consumer Price Index, May 1965

The consumer price index (1949=100) increased 0.2 per cent to 138.0 at the beginning of May from 137.7 in April. The May index was 2.2 per cent higher than the May 1964 index of 135.0.

Six of the seven main components showed increases during the month, ranging from 0.8 per cent for food to 0.1 per cent for housing. The clothing component declined 0.2 per cent.

The food index rose 0.8 per cent to 134.5 from 133.4. Higher prices were reported for a wide variety of items, including fresh and frozen fruits, most fresh vegetables, eggs, fats, beef and bacon. Prices were lower for fresh tomatoes and celery, orange juice, veal, chicken and smoked ham.

The housing index edged up 0.1 per cent, to 140.5 from 140.3, as a result of increases in both the shelter and household operation components. Both the rent and home-ownership components in shelter were slightly higher. In household operation, price increases for furniture, utensils and supplies outweighed decreases for floor coverings, and cotton and wool textiles.

The clothing index declined 0.2 per cent to 121.0 from 121.2 as a result of sales in men's and women's wear and cotton piece goods.

The transportation index advanced 0.6 per cent to 146.8 from 145.9, reflecting increases in train and plane fares, and higher local bus fares in Montreal. In automobile operation, increased prices for gasoline in some cities in eastern and central Canada and higher rates for automobile insurance in Saskatchewan were offset by lower prices for new cars.

The health and personal care index increased 0.3 per cent to 175.6 from 175.0. The personal care component rose 0.8 per cent as widespread increases were reported for men's haircuts and women's hairdressing, and personal care supplies moved up slightly. Lower prices for prescriptions were offset by increases in other pharmaceutical items in the health care component.

The recreation and reading index at 154.6 was 0.7 per cent higher than the April index of 153.5, primarily reflecting increases in motion picture admission in a number of cities. Slightly higher prices were reported for toys and bicycles.

The tobacco and alcohol index moved up 0.5 per cent to 122.5 from 121.9. Price increases for cigarettes and cigarette tobacco in two provinces moved the tobacco component. The component for alcoholic beverages was unchanged.

Group indexes one year earlier (May 1964) were: food 131.2, housing 138.3, clothing 118.7, transportation 142.4, health and personal care 167.3, recreation and reading 151.5, tobacco and alcohol 120.2.

City Consumer Price Indexes, April 1965

Consumer price indexes (1949=100) between March and April 1965 rose in eight of the ten regional cities, declined in one and remained unchanged in one.

Movements ranged from an increase of 0.4 per cent in Halifax to a decrease of 0.2 per cent in Vancouver.

Food indexes were higher in five cities, lower in four and unchanged in one. Housing indexes moved up in five cities, down in two, and showed no change in three. Clothing indexes registered increases in eight cities and remained unchanged in two.

Transportation indexes decreased in four cities, increased in two, and remained constant in four.

Health and personal care indexes were higher in nine cities and unchanged in one. Indexes for recreation and reading rose in seven cities, fell in one, and remained unchanged in two. Tobacco and alcohol indexes were steady in nine cities and higher in one.

Regional consumer price index point changes between March and April were: Halifax +0.5 to 133.5; Montreal +0.4 to 136.8; Toronto +0.3 to 138.9; Saskatoon-Regina +0.3 to 131.1; Saint John +0.2 to 136.1; Ottawa +0.1 to 137.3; Winnipeg +0.1 to 134.8; Edmonton-Calgary +0.1 to 128.9; Vancouver −0.3 to 134.5. St. John's remained unchanged at 122.7*.

Wholesale Price Index, April 1965

Canada's general wholesale index (1935-39=100) rose to 247.6 in April, up 0.3 per cent from the March index of 246.8 and 0.8 per cent above the April 1964 index of 245.5.

Five of the eight major group indexes were higher in April and three were lower than in March.

The chemical products group index moved up 2.7 per cent to 200.6 from 195.4, the iron products group index advanced 1.7 per cent to 263.8 from 259.3, and the animal products group index rose 0.4 per cent to 256.5 from 255.5. Increases of 0.2 per cent or less occurred in vegetable products, to 219.2 from 218.8, and non-ferrous metals products, to 213.2 from 212.9.

* On base June 1951=100.

A drop of 0.9 per cent, to 190.8 from 192.5, occurred in the non-metallic minerals products group index. The textile products group index declined 0.4 per cent to 246.4 from 247.5, and the wood products group index eased to 333.3 from 333.7.

The index of Canadian farm product prices at terminal markets (1935-39=100) advanced 1.3 per cent to 228.8 from 225.9 in the three-week period ended April 23. The animal products index eased 0.3 per cent lower from 271.4 to 270.7. The field products index rose 3.7 per cent from 180.3 to 186.9.

The price index of residential building materials (1935-39=100) edged up 0.3 per cent in April to 341.7 from 340.8 in March; on the base 1949=100 it rose to 149.9 from 149.5.

The price index for non-residential building materials (1949=100) rose 0.8 per cent to 147.6 from 146.5.

U.S. Consumer Price Index, April 1965

The United States consumer price index (1957-59=100) rose to 109.3 in April from 109.0 in March, its largest increase in a single month since last July. A year ago in April the index was 107.8.

Increased prices for gasoline, fresh fruit and vegetables, and consumer services, especially medical, educational and household services, contributed most to the price rise.

Food prices were up by four-tenths of a point, apparel by three-tenths, transportation by four-tenths, and health services and recreation by five-tenths.

British Index of Retail Prices, March 1965

The British index of retail prices (Jan. 16, 1962=100) stood at 109.9 in mid-March, compared with 109.5 in mid-February and 105.2 in mid-March 1964.

Increases in the average prices of tomatoes, fresh green vegetables, and fresh fruit were partly offset by reductions in the average prices of eggs and bacon.

The index for the food group rose by about one-half of 1 per cent to 110.4, compared with 109.9 in February.

Increases of about one-half of 1 per cent were registered in fuel and light; transport and vehicles and the miscellaneous groups, and an increase of about 1 per cent in dry cleaning costs. The alcoholic drink group declined by nearly one-half of 1 per cent.

Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed by the LABOUR GAZETTE.

Annual Reports

1. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Working and Living Conditions in Canada.* 13th ed., May 1964. Prepared in consultation with the Dept. of Citizenship and Immigration. Ottawa, Queen's Printer, 1964. Pp. 92.

This publication is intended for those considering immigration to Canada and for those who want to know something about the country.

Contents: Population and Employment. Finding a Job. Persons in Business for Themselves. Wages, Salaries and Earnings. Working Conditions. Education and Training. Living Standards. Social Security and Insurance Services. Government. Immigrants and Immigration.

2. QUEBEC (PROVINCE). DEPARTMENT OF INDUSTRY AND COMMERCE. *Annual Report, 1964.* Quebec, 1965. Pp. [41]-75.

3. SASKATCHEWAN. DEPARTMENT OF LABOUR. *Twentieth Annual Report for the Twelve Months ended March 31, 1964.* Regina [1965?] Pp. 94.

4. NEW BRUNSWICK. DEPARTMENT OF LABOUR. *Annual Report [for the year ending March 31st, 1964]* Fredericton [1965] Pp. 91.

5. U.S. NATIONAL MEDIATION BOARD. *Thirtieth Annual Report, including the Report of the National Railroad Adjustment Board, for the Fiscal Year ended June 30, 1964.* Washington, GPO, 1964. Pp. 97.

Automation

6. KILLINGSWORTH, CHARLES C. *Automation, Jobs and Manpower.* East Lansing, School of Labor and Industrial Relations, Michigan State University [1963] Pp. 1461-1483.

Reprinted from *Nation's Manpower Revolution, Part 5, Hearings before the Subcommittee*

on Employment and Manpower, Senate Committee on Labor and Public Welfare, 88th Congress, First session.

7. LIPSTREU, OTIS. *Transition to Automation; a Study of People, Production, and Change,* by Otis Lipstreu and Kenneth A. Reed. Boulder, Colo., University of Colorado Press, 1964. Pp. 156.

Reports on a two-year study covering the transition period when automation was introduced in a large baking firm.

8. SULTAN, PAUL EDWARD. *The Skill Impact of Automation,* by Paul Sultan and Paul Prasow. Los Angeles, University of California, Institute of Industrial Relations, 1964. Pp. [542]-558.

Reprinted from *Exploring the Dimensions of the Manpower Revolution, Volume 1 of Selected Readings in Employment and Manpower,* compiled for the Subcommittee on Employment and Manpower of the Committee on Labor and Public Welfare, United States Senate, 1964.

Economic Conditions

9. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Business Outlook, 1965; a Discussion by the Conference Board Economic Forum and Guests held at . . . New York City, November 23, 1964.* New York, c 1964. Pp. 116.

The Economic Forum of the National Industrial Conference Board discussed prospects in 1965 for the following topics: the cyclical picture, retail trade, soft good industries, consumer durables, consumer services, construction, steel, government, balance of payments, prices and wages, and securities.

10. ORGANIZATION FOR ECONOMIC COOPERATION AND DEVELOPMENT. *Economic Surveys: Canada.* Paris, 1964. Pp. 35.

"Part 1 of this survey reviews the domestic situation and Part II the balance of payments. Part III discusses the policy measures taken over the last couple of years."

11. ORGANIZATION FOR ECONOMIC COOPERATION AND DEVELOPMENT. *Economic Surveys: Greece.* August 1964. Paris, 1964. Pp. 39.

Economic Policy

12. MEETING OF DIRECTORS OF OF TRAINING INSTITUTES IN THE FIELD OF ECONOMIC DEVELOPMENT. 1st, THE HAGUE, 1961. *Aspects of Training in Economic Development; Papers and Proceedings.* Paris, Organization for Economic Co-operation and Development, 1962. Pp. 116.

Meeting held at The Hague, September 11th-14th, 1961.

13. UNITED NATIONS. SECRETARY-GENERAL, 1961- (THANT). *Planning for Economic Development; Report of the Secretary-General transmitting the Study of a Group of Experts.* New York, United Nations, 1963 [i.e. 1964] Pp. 156.

Contents: The Nature and Role of Planning. The Formulation of Plans. The Implementation of Plans. Organization and Management of Planning. National Plans and International Policies.

Education

14. LABOUR COLLEGE OF CANADA. *Report of the Second Term, May 8-July 31, 1964.* Montreal, 1964. Pp. [28]

15. MITCHENER, RALPH D. *First Degrees awarded by Canadian Universities and Colleges, projected to 1976/77.* Ottawa, Canadian Universities Foundation, 1964. Pp. 19.

Text in English and French.

Employment Management

16. INDUSTRIAL WELFARE COCIETY. *The Manager's Responsibility for Communication.* [London, 1964] Pp. 33.

17. LUPTON, THOMAS. *Industrial Behaviour and Personnel Management.* London, Institute of Personnel Management, 1964. Pp. 59.

Suggests that the role of the personnel manager is changing and points out what the implication might be for his education and training.

Industrial Relations

18. ILLINOIS. UNIVERSITY. INSTITUTE OF LABOR AND INDUSTRIAL RELATIONS. *New Challenges for Collective Bargaining,* by R. W. Fleming. Urbana, 1964. Pp. [426]-444.

Examines the effect of economic and technological change on collective bargaining.

19. KANNAPPAN, SUBBIAH. *Industrial Relations Problems in the Developing Indian Economy: the Task imposed by Competing Objectives.* East Lansing, School of Labor and Industrial Relations, Michigan State University, 1964. Pp. 13.

20. JOINT LABOUR-MANAGEMENT STUDY CONFERENCE, DALHOUSIE UNIVERSITY, HALIFAX. 1st, 1962. *Six-Point Labour-Management Agreement and Three Related Addresses; Joint Labour-Management Study Conference, November 20-21, 1962, held under the Auspices of Institute of Public Affairs, Dalhousie University.* Halifax, Institute of Public Affairs, Dalhousie University, 1962. Pp. 35.

Contains the text on a six-point agreement reached at a Joint Labour—Management Study Conference held at Dalhousie University and text of three addresses given at the Conference. The Conference brought together representatives of management and labour in Nova Scotia.

21. JOINT LABOUR-MANAGEMENT STUDY CONFERENCE, DALHOUSIE UNIVERSITY, HALIFAX. 2nd, 1963. *The Second Nova Scotia Labour-Management Agreement; Proceedings and Addresses, Joint Labour-Management Study Conference, November 18-19, 1963, held under Auspices of Institute of Public Affairs, Dalhousie University, and Brief of Joint Labour-Management Study Committee to Government of Nova Scotia, January 16, 1964.* Halifax, Institute of Public Affairs, Dalhousie University, 1964. Pp. 39.

22. SINGH, V. B., Ed. *Industrial Labour in India,* edited by V. B. Singh. [2d, rev. and enl. ed.] Bombay, New York, Asia Pub. House, 1963. Pp. 664.

This book contains essays by 25 experts on labour and industrial relations. The subject matter covered includes wage theories, social security, labour supply, labour welfare, industrial relations and industrial sociology.

Industry—Location

23. FRIEDMANN, JOHN, Ed. *Regional Development and Planning; a Reader,* edited by John Friedmann and William Alonso. Cambridge, Mass., M.I.T. Press, c 1964. Pp. 722.

24. U.S. AREA REDEVELOPMENT ADMINISTRATION. *Technical and Economic Feasibility of establishing a Hardwood Pulp and Paper Mill in an Eight-County Area of Western Kentucky.* Washington, GPO, 1964. 1 volume (various pagings)

Prepared under contract for the U.S. Area Redevelopment Administration by Spindletop Research Center, Lexington, Kentucky.

International Labour Organization

25. INTERNATIONAL CONFERENCE OF LABOUR STATISTICIANS. 9th, GENEVA, 1957. [*Report*] Geneva, International Labour Office, 1957. Pp. 114.

26. INTERNATIONAL LABOUR OFFICE. *The Employment of Young Persons in Underground Work in Mines of all Kinds.* Part 1. Fourth item on the agenda. Geneva, 1964. Pp. 50.

At head of title: Report 4(1). International Labour Conference. 49th session, 1965.

Part 1 contains proceeds of the 48th Session of the International Labour Conference relating to the employment of young persons in underground work in mines of all kinds, and proposed texts of conventions and recommendations on minimum age for admission of employment, medical fitness for employment, and conditions of employment.

27. INTERNATIONAL LABOUR OFFICE. *International Standard Classification of Occupations; Major, Minor and Unit Groups; Final Draft. Report prepared for the Ninth International Conference of Labour Statisticians, Geneva, April-May 1957.* Second item on the agenda. Geneva, 1957. Pp. 142. Includes appendices I-VI.

Appendix VII: Draft definitions. Geneva, 1957. Pp. 126.

28. INTERNATIONAL LABOUR OFFICE. *Report of the Director-General [to the] Second African Regional Conference, Addis Ababa, 1964.* First item on the agenda. Geneva, 1964. Pp. 127.

At head of title: Report 1. International Labour Organization. Second African Regional Conference, Addis Ababa, 1964.

Labour Laws and Legislation

29. BUREAU OF NATIONAL AFFAIRS, WASHINGTON, D.C. *Impact of the Equal Pay Act.* Washington, 1964. Pp. 5.

A brief examination of the Equal Pay Act of 1964 and its effect on pay, job evaluation, union contracts, and on women's promotion opportunities.

30. COMMERCE CLEARING HOUSE CANADIAN LIMITED. *Ontario Portable Pension Plan Legislation.* 3rd. ed. Don Mills, 1964. Pp. 45.

Explanation of the Pension Benefits Act, ch. 103, S.O. 1962-63, including amendments passed May 8, 1964, and regulation effective August 4, 1964.

31. DIX, DOROTHY KNIGHT. *Contracts of Employment in Relation to the Contracts of Employment Act, 1963.* London, Butterworths, 1963. Pp. 123.

Text of "Contracts of employment act 1963": p. 63-94.

The Contracts of Employment Act of 1963 is "primarily intended to give greater security to employees by laying down minimum periods of notice to terminate employment and by requiring employers to provide their employees with written statements setting out the main terms of the contracts of employment." This book comments on the provisions of the act.

32. U.S. BUREAU OF LABOR STANDARDS. *Federal Labor Laws and Programs, a Layman's Guide.* Washington, GPO, 1964. Pp. 180.

This bulletin summarizes the main provisions of important U.S. Federal labour laws and programs applicable to employees in private employment. The laws cover such fields as labour-management relations, wages and hours and working conditions, social security, employment security, workmen's compensation, job training and education, and veterans' re-employment and training.

Labour Organization

33. BLUM, ALBERT ALEXANDER. *The Prospects for Office Employee Unionization.* East Lansing, School of Labor and Industrial Relations, Michigan State University, 1964. Pp. 12.

An exposition of the author's comment, ". . . The prospects for the growth of white

collar unionism are, in truth, the prospects for the growth of American trade unionism."

34. BROOKS, THOMAS R. *Toil and Trouble; a History of American Labor.* Foreword by A. H. Raskin. New York, Delacorte Press; distributed by the Dial Press, 1964. Pp. 300.

A narrative history of the labour movement in U.S., concentrating mainly on the period prior to 1945.

35. HOBSBAWM, ERIC JOHN. *Labouring Men; Studies in the History of Labour.* London, Weidenfeld and Nicolson, 1964. Pp. 401.

The essays in this book cover the period from the late 18th century up to the First World War. The topics include labour conditions in Great Britain in the 19th century; trade unionism between 1889 and 1914; socialism in the 19th century, etc.

36. KERR, CLARK. *Labor and Management in Industrial Society.* Garden City, N.Y., Anchor Books, 1964. Pp. 372.

Consists of 13 essays written between 1953 and 1961 by the President of the University of California who is also Professor of Industrial Relations at the University. The essays fall under four headings: 1. Freedom of the Worker in the Union, in the Plant, and in the Economy; 2. Peace and War between Employers and Unions; 3. Progress, the Public Interest, and Labor-Management Relations; and, 4. Industrialism and the New Society.

37. ROBERTS, BENJAMIN CHARLES. *Labour in the Tropical Territories of the Commonwealth.* Durham, N.C., Duke University Press, 1964. Pp. 426.

Traces the growth of trade unions and the development of labour law, labour policy and administration, and industrial relations in the former colonies of the British Commonwealth: the West Indies, Africa, Aden, Mauritius, Malaya, Singapore, the Borneo territories, Hong Kong, and Fiji. The author is Professor of Industrial Relations at the London School of Economics.

38. SPECIAL RESEARCH SEMINAR ON COMPARATIVE LABOR MOVEMENTS, WASHINGTON, D.C., 1959-1960. *National Labor Movements in the Postwar World.* Edited by Everett M. Kassalow. [Evanston, Ill.] Northwestern University Press, 1963. Pp. 256.

"Papers presented during a two-year period at a seminar on Comparative Labor Movements sponsored by the National Institute of Labor Education."

Examines the role of the international trade union movement since the war, as well as trade unions in Norway, Belgium, France, Bolivia, Japan, and Africa.

39. TAFT, PHILIP. *Organized Labor in American History.* [1st ed.] New York, Harper & Row, 1964. Pp. 818.

The author, Professor of Economics at Brown University and a distinguished authority on the American labour movement, has written a history covering the period from the beginning of the 18th century up to the present time.

40. VELIE, LESTER. *Labor U.S.A. Today.* New York, Harper & Row, 1964. Pp. 228.

This book provides brief biographies of the more important American trade union leaders, George Meany, Walter Reuther, James Hoffa, David Dubinsky, John L. Lewis, and others. It also examines the effect that automation has on union membership, the discrimination against Negro members of some trade unions, and the underworld infiltration into some unions.

41. WIDICK, B. J. *Labor Today; the Triumphs and Failures of Unionism in the United States.* Boston, Houghton Mifflin, 1964. Pp. 238.

The author has been a trade union organizer, official, shop steward, writer, and teacher. He writes about the effects of automation on employment; labour as "big business"; the drift towards compulsory arbitration and the effect of this on collective bargaining; the antipathy and poor regard many people feel towards unions; the disillusionment of intellectuals in the U.S.; and the decline in political power of American unions. The last part of the book contains profiles of James Hoffa, Walter Reuther, John L. Lewis, and George Meany.

Labouring Classes

42. ALLEN, DONNA. *Fringe Benefits: Wages or Social Obligation? An Analysis with Historical Perspectives from Paid Vacations.* Ithica, N.Y., Cornell University, 1964. Pp. 273.

Contents: Pt. 1. The Nature of Fringe Benefits. Pt. 2. Paid Vacations: Non-Wages to increase Productivity: The Management Phase, 1910-1940. Pt. 3. Paid Vacations in Transition: The War Period, 1941-1945. Pt. 4. Paid Vacations: Non-Wages to provide Social Benefit: The Postwar Years, 1946-1960. Pt. 5. Understanding Fringe Benefits.

43. *Assessing Organization Performance with Behavioral Measurements.* [Report prepared by Stanley E. Seashore] Ann Arbor, Mich., Foundation for Research on Human Behavior, 1964. Pp. 92.

Report of a meeting by the Foundation for Research on Human Behavior, held on May 16-17, 1963. Report of a seminar "held to exchange views and experiences among those who have been professionally engaged in programs for measuring the attitudes, morale, and behavior of employees and of management people."

44. ILLINOIS. UNIVERSITY. INSTITUTE OF LABOR AND INDUSTRIAL RELATIONS. *Sex Differences in Job Satisfaction,* by Charles L. Hulin and Patricia Cain Smith. Urbana, 1964. Pp. 88-92.

A report of an investigation of a sample of 295 male and 163 female workers in four plants who were interviewed to measure their job satisfaction with their work, pay, promotions, supervision, and fellow workers.

45. KORNBLUH, JOYCE L., Ed. *Rebel Voices, an I.W.W. Anthology.* Ann Arbor, University of Michigan Press, 1964. Pp. 419.

"This anthology is an attempt to bring together the history of the [Industrial Workers of the World] as told by the Wobblies themselves." The I.W.W. tried to bring about "one big industrial union which would abolish capitalism and the wage system and create a social order in which all good things of life would be meted out to workers with complete justice." This anthology contains material about the philosophy of One Big Union; the I.W.W. itinerants; the free speech campaigns; Joe Hill, the Wobbly writer and martyr; the 1912 Lawrence, Mass., textile strike; the Paterson, New Jersey, strike of 1913; prison experiences, etc.

46. LEWIS, WILLARD A. *Unemployment Compensation Law in Labor Disputes; Michigan compared with Seven Selected States, 1936-1964.* Kalamazoo, Mich., W. E. Upjohn Institute for Employment Research, 1964. Pp. 63.

Discusses the labour dispute disqualification provision of the Michigan Employment Security Act and the judicial interpretations of that provision and compares it with provisions of other States.

47. MacDONALD, LOIS. *Controverted Cases, New York State Workmen's Compensation; the Relation of Controversion to the Rehabilitation of Injured Workers,* by Lois MacDonald and associates. With a foreword by Howard A. Rusk. Washington, U.S. Dept. of Health, Education and Welfare, Vocational Rehabilitation Administration, 1964. Pp. 116.

"A study under the auspices of the Labor Institute of New York University, supported in part by a research grant . . . from the Vocational Rehabilitation Administration . . ."

48. U.S. BUREAU OF APPRENTICESHIP AND TRAINING. *Joint Apprenticeship Committees and Training in New Processes for: Compositors, Composing Room Machinists, Mailers.* Washington, GPO, 1963. Pp. 26.

"Describes the scope and characteristics of joint labour-management apprenticeship committees and the extent of training in new process in which locals of the International Typographical Union participated during 1961."

49. U.S. BUREAU OF LABOR STANDARDS. . . . *A Guide to Community Efforts to improve Conditions for Agricultural Migrants* . . . Rev. ed. Washington, GPO, 1964. Pp. 14.

50. U.S. BUREAU OF LABOR STATISTICS. *Labor Law and Practice in Iran.* Washington, GPO, 1964. Pp. 63.

51. U.S. CONGRESS. SENATE. COMMITTEE ON THE JUDICIARY. *Relationship between Teamsters Union and Mine, Mill and Smelter Workers: Use of Tax-exempt Funds for Subversive Purposes. Report of the Subcommittee to Investigate the Administration of the Internal Security Act and Other Internal Security Laws.* Washington, GPO, 1964. Pp. 102.

At head of title: 88th Cong. 2d sess. Committee print.

This report alleges that the International Union of Mine, Mill and Smelter Workers used tax-exempt money to pay the legal fees of union officers charged with violations of internal security and that it had obtained some defence funds from the Teamsters' Union.

52. WILENSKY, HAROLD L. *Varieties of Work Experience.* Berkeley, University of California, Institute of Industrial Relations, 1964. Pp. 125-154.

Management

53. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Building a Sound Distributor Organization; a Symposium.* New York, 1964. Pp. 93.

Contents: Key Elements in a Sound Distributor System. Getting Distributor Support for the Company's Products. Joint Benefits of a Distributor Council. Training Distributor Management. Training Distributor Salesmen.

54. PORTER, LYMAN W. *Job Attitudes in Management: Perceived Satisfaction and Importance of Needs.* Berkeley, University of California, Institute of Industrial Relations, 1964. 1 volume (various pagings)

The author has based his report on the results of a questionnaire sent out as part of a research program of the Institute of Industrial Relations of the University of California in Berkeley.

55. TATHAM, LAURA ESTHER. *The Efficiency Experts; an Impartial Survey of Management Consultancy.* London, Business Publications Ltd., 1964. Pp. 211.

The author, a journalist, examines what management consultants are, how they work and what they attempt to accomplish, and suggests ways in which it is possible to determine whether a consultant is likely to do a good job or not. Case histories are included.

Tripartite Technical Meeting on Timber Industry

International Labour Organization Tripartite Technical Meeting on the Timber Industry held at Geneva, 1958.

56. INTERNATIONAL LABOUR OFFICE. *Accident Prevention in the Timber Industry.* Second item on the agenda. Geneva, 1958. Pp. 109. Report 2.

57. INTERNATIONAL LABOUR OFFICE *Background Report prepared [for the Tripartite Technical Meeting on the Timber Industry]* First item on the agenda. Geneva, 1958. Pp. 125. Report 1.

58. INTERNATIONAL LABOUR OFFICE. *Conditions of Work and Workers' Welfare in Logging Camps.* Third item on agenda. Geneva, 1958. Pp. 130. Report 3.

59. INTERNATIONAL LABOUR OFFICE. *Labour-Management Relations in the Timber Industry.* Fourth item on the agenda. Geneva, 1958. Pp. 105. Report 4.

Unemployment

60. BECKER, JOSEPH M., Ed. *In Aid of the Unemployed.* Baltimore, Johns Hopkins Press [c 1965] Pp. 317.

Describes the age, sex, geographic location, educational background and occupation of the unemployed, and provides information about unemployment insurance, the U.S. Employment Service, public works and work relief, area redevelopment, financial arrangements for the unemployed such as severance pay and early pensions. In conclusion, there are policy recommendations for seven aid programs, made by three experts in the study of unemployment.

61. BECKER, JOSEPH M. *Programs to aid the Unemployed in the 1960's,* by Joseph M. Becker, William Haber and Sar A. Levitan. Kalamazoo, Mich., W. E. Upjohn Institute for Employment Research, 1965. Pp. 42.

An expanded version of the final chapter of "In aid of the unemployed", published in January 1965 by The Johns Hopkins Press.

Discusses three types of programs to aid the unemployed: 1. alleviative; 2. curative; and 3. both alleviative and curative. Alleviative programs include unemployment insurance and private industry plans, such as supplemental unemployment benefits, etc. Curative programs include area redevelopment, public works, and vocational training. Programs both alleviative and curative include welfare programs and the Public Employment Service.

62. LEVITAN, SAR A. *Reducing Worktime as a Means to combat Unemployment.* Kalamazoo, Mich., W. E. Upjohn Institute for Employment Research, 1964. Pp. 28.

". . . Briefly reviews long-term trends in hours of work, the role that government and collective bargaining have played in reduction of hours, and major current proposals for shorter working hours."

63. U.S. BUREAU OF LABOR STATISTICS. *Case Studies of Displaced Workers; Experiences of Workers After Layoff.* Washington, GPO, 1964. Pp. 94.

Provides details of case studies conducted by the Bureau of Labor Statistics that examined the effects of plant shutdowns or large-scale layoffs on almost 3,000 employees who were laid off between July 1960 and June 1962.

Wages and Hours

64. EDELMAN, MURRAY JACOB. *The Politics of Wage-Price Decisions, 1946-1963; a Four-Country Analysis* [by] M. J. Edelman and R. W. Fleming. New York, American Foundation on Automation and Employment, 1964. Pp. 177.

This resumé of a book with the same title to be published by the University of Illinois Press early in 1965, was prepared for the American Foundation on Automation and Employment. It discusses wage policies in Great Britain, West Germany, Italy, and the Netherlands.

65. U.S. BUREAU OF LABOR STATISTICS. *Employment and Earnings Statistics for the United States, 1909-64. Based on the 1957 Standard Industrial Classification.* Washington, GPO, 1964. Pp. 662.

Women

66. CANADA. WOMEN'S BUREAU. *Opportunities for continuing Education-II.* Ottawa, Canada Dept. of Labour, 1965. Pp. 17. Bulletin, No. 14, March 1965. This is intended as a supplement to information contained in Women's Bureau Bulletin Number 9, July 1963.

Contains brief descriptions of courses available to persons wishing to continue their education.

67. ELLMAN, EDGAR S. *Managing Women in Business.* Waterford, Conn., National Foremen's Institute, 1963. Pp. 155.

Partial Contents: Hiring the Right Woman for the Job. Training Women for Skill and Responsibility. Influencing and motivating Women Workers. Legal Controls on Employment of Women. How to get Better Work from Your Women Employees.

Miscellaneous

68. APTER, DAVID ERNEST. *Political Religion in the New Nations.* Berkeley, University of California, Institute of Industrial Relations, 1964. Pp. [57]-104.

69. CONFERENCE OF EUROPEAN STATISTICIANS. *Report of the Twelfth Plenary Session, 19-23 October, 1964.* New York, United Nations, 1964. Pp. 37, 5.

70. CORREA, HECTOR. *The Economics of Human Resources.* Amsterdam, North-Holland Pub. Co., 1963. Pp. 262.

"The study of the elements that influence the working capacity of human beings and their influence on production; that is, the analysis of human beings as factors of production, can be called the Economics of Human Resources." The author attempts "to give a systematic account for the Economics of Human Resources as a branch of Economic Science" and pays particular attention to "the Economics of Education".

71. DIAMOND, SIGMUND, Ed. *The Nation transformed; the Creation of an Industrial Society.* Selected and edited, with introd. and notes by Sigmund Diamond. New York, G. Braziller, 1963. Pp. 528.

A series of essays or excerpts from longer writings covering the social, economic and intellectual history of the U.S. from the Philadelphia Exposition of 1876 to the St. Louis Exposition of 1904.

72. MADGE, CHARLES. *Society in the Mind: Elements of Social Eidos.* New York, Free Press of Glencoe, 1964. Pp. 158.

The author, who is Professor of Social Science at the University of Birmingham (England), examines the ideas that people have about social institutions and activities in the world today.

73. POSTAN, MICHAEL MOISSEY. *Design and Development of Weapons; Studies in Government and Industrial Organization,* by M. M. Postan, D. Hay [and] J. D. Scott. London, HMSO, and Longmans, Green, 1964. Pp. 579.

History of the Second World War; United Kingdom civil series. A collection of essays examining aircraft, army weapons, radar, and scientific establishments in Great Britain during World War II.

74. REDDIN, WILLIAM J. *Successful Spending, Saving, and Investing: a Practical Guide for Canadians.* Toronto, McGraw-Hill, 1964. Pp. 400.

This book tells consumers how to get the most value for their money. It covers such topics as saving, buying life insurance, investing in stocks and bonds, in mutual funds, and in real estate, buying a home, buying a car, how to avoid schemes and frauds, etc.

75. UNITED NATIONS. DEPARTMENT OF ECONOMIC AND SOCIAL AFFAIRS. *Industrialization and Productivity. Bulletin 8.* New York, United Nations, 1964. Pp. 70.

Contents: Evaluation of Projects in Centrally Planned Economics. The Dual Nature of Industrial Development in Japan. Plant Size and Economics of Scale. Aspects of the Design of Machinery Production during Economic Development, by Seymour Melman.

76. U.S. OFFICE OF LABOUR-MANAGEMENT AND WELFARE-PENSION REPORTS. *Employer and Consultant Reporting.* Washington, GPO, 1964. Pp. 13.

Unions in 10 Countries Boycott Ships Trading with Cuba

Labour organizations in 10 Latin American countries have joined United States dock and maritime unions in plans for a boycott of ships of nations that trade with Cuba. The boycott is being organized by an action committee of the Inter-American Regional Labor Organization (ORIT).

Plans are being made to tie up freighters trading with Cuba "at docks of all Western Hemisphere nations." The aim is to prevent such ships from trading with any other Latin American countries.

The boycott in U.S. ports was started by the International Longshoremen's Association.

Longshoremen in Venezuela began a boycott of freighters trading with Cuba last August, and they were unanimously supported by the International Transport Federation, which is affiliated to the International Confederation of Free Trade Unions.

The general assembly of ORIT in Mexico City in February also unanimously approved it. The AFL-CIO took part in the ORIT assembly and helped to draft the boycott plan for the organization, which claims 26,000,000 members from Canada to South America.

Since that time, nine other Latin American countries have joined the boycott or have signified their intention of doing so. They are: Panama, the Dominican Republic, Costa Rica, Argentina, Uruguay, Chile, Columbia, Peru and Brazil.

Secret plans are said to aim at a war of nerves—boycotts of selected ships in different ports, begun without warning—rather than strikes against all ships engaged in the trade.

According to ORIT, the boycott is having an effect. During the first quarter of this year, it says, 52 ships called in Cuban ports, compared with 88 in the same period of 1964.

When Fidel Castro seized power in Cuba, he crushed a strong Cuban labour movement. Union leaders in other Latin American countries are concerned about what would happen if Castro's movement gained control there.

In 1959, affiliates of the International Transport Workers Federation sponsored an international boycott against shipping flying "flags of convenience," ships that had transferred registry to Panama, Liberia, Honduras and Costa Rica to escape more stringent regulations in their home countries (L.G. 1959, p. 18).

LABOUR STATISTICS

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A—Labour Force

TABLE A-1—REGIONAL DISTRIBUTION, WEEK ENDED MAY 22, 1965

(estimates in thousands)

SOURCE: DBS Labour Force Survey

—	Canada	Atlantic	Quebec	Ontario	Prairies	British Columbia
The Labour Force	7,123	615	2,005	2,595	1,247	661
Men	5,056	449	1,436	1,809	892	470
Women	2,067	166	569	786	355	191
14–19 years	690	67	209	219	138	57
20–24 years	945	95	313	303	154	80
25–44 years	3,114	241	894	1,172	522	285
45–65 years	2,145	189	538	808	392	218
65 years and over	229	23	51	93	41	21
Employed	6,858	570	1,900	2,536	1,217	635
Men	4,844	408	1,352	1,766	867	451
Women	2,014	162	548	770	350	184
Agriculture	655	37	131	158	307	22
Non-agriculture	6,203	533	1,769	2,378	910	613
Paid workers	5,723	477	1,613	2,218	861	554
Men	3,933	333	1,122	1,514	577	387
Women	1,790	144	491	704	284	167
Unemployed	265	45	105	59	30	26
Men	212	41	84	43	25	19
Women	53	*	21	16	*	*
Persons not in labour force	5,963	653	1,783	1,997	960	570
Men	1,428	180	430	451	226	141
Women	4,535	473	1,353	1,546	734	429

*Less than 10,000.

TABLE A-2—AGE, SEX AND MARITAL STATUS, WEEK ENDED MAY 22, 1965, CANADA

(estimates in thousands)

SOURCE: DBS Labour Force Survey

—	Total	14–19 years all persons	20–64 years				65 years and over all persons
			Men		Women		
			Married	Other	Married	Other	
Population 14 years of age and over[1]	13,086	2,129	3,734	998	3,857	952	1,416
Labour force	7,123	690	3,612	867	1,060	665	229
Employed	6,858	629	3,507	808	1,045	649	220
Unemployed	265	61	105	59	15	16	*
Not in labour force	5,963	1,439	122	131	2,797	287	1,187
Participation rate[2]							
1965, May 22	54.4	32.4	96.7	86.9	27.5	69.9	16.2
April 17	53.4	30.6	96.1	82.8	26.8	69.8	15.5
Unemployment rate[3]							
1965, May 22	3.7	8.8	2.9	6.8	1.4	2.4	*
April 17	5.3	9.7	4.9	10.1	2.1	2.8	4.6

[1] Excludes inmates of institutions, members of the armed forces, Indians living on reserves and residents of the Yukon and Northwest Territories.

[2] The Labour Force as a percentage of the population 14 years of age and over.

[3] The unemployed as a percentage of the labour force.

* Less than 10,000.

TABLE A-3—UNEMPLOYED, WEEK ENDED MAY 22, 1965

(estimates in thousands)

SOURCE: DBS Labour Force Survey

—	May 1965	April 1965	May 1964[1]
Total unemployed	265	371	293
On temporary layoff up to 30 days	15	26	12
Without work and seeking work	250	345	281
Seeking full-time work	235	330	263
Seeking part-time work	15	15	18
Seeking under 1 month	75	81	82
Seeking 1–3 months	79	111	83
Seeking 4–6 months	52	101	57
Seeking more than 6 months	44	52	59

[1] Due to the introduction of revised weighting factors in March 1965, small adjustments have been made to estimates published before that time. See D.B.S. report "The Labour Force, March 1965", page 8.

B—Labour Income

TABLE B-1—ESTIMATES OF LABOUR INCOME, BY INDUSTRY*

NOTE: Monthly and quarterly figures may not add to annual totals because of rounding.

($ Millions)

SOURCE: Dominion Bureau of Statistics

Year and Month	Monthly Totals			Quarterly Totals[1]						
	Mining	Manufacturing	Transportation, Storage and Communication[2]	Forestry	Construction	Public utilities	Trade	Finance Services (including Government)	Supplementary Labour income	Totals[3]
1960—Total	563	5,246	1,809	323	1,214	343	2,640	5,100	794	18,245
1961—Total	542	5,306	1,862	283	1,252	357	2,740	5,616	820	18,996
1962—Total	559	5,699	1,909	300	1,357	378	2,881	6,080	843	20,233
1963—Total	572	6,045	2,008	308	1,419	397	3,089	6,601	872	21,546
1964—Total	600	6,579	2,129	344	1,584	421	3,358	7,247	910	23,416
1964—										
March	48.7	529.3	165.4							1,838.3
April	47.3	532.0	170.7							1,869.6
May	49.1	547.4	175.5	74.1	381.2	104.6	827.2	1,817.5	226.1	1,940.3
June	51.2	557.7	179.8							1,994.5
July	52.4	546.0	182.5							1,981.2
August	50.1	567.2	185.5	104.0	461.9	109.1	850.9	1,826.1	230.5	2,016.6
September	50.1	575.6	188.8							2,072.1
October	51.5	565.4	185.7							2,051.8
November	51.7	565.9	181.3	96.4	426.8	108.4	887.2	1,876.5	232.6	2,033.6
December	51.4	551.5	178.4							1,978.6
1965—										
January	52.4	566.1	181.9							1,991.0
February*	53.3	564.4	180.4	77.4	373.7	107.6	868.6	1,906.5	233.7	1,997.8
March†	54.1	582.3	178.2							2,031.9
Seasonally Adjusted										
1960—Total	563	5,246	1,809	323	1,214	343	2,640	5,100	794	18,245
1961—Total	542	5,306	1,862	283	1,252	357	2,740	5,616	820	18,996
1962—Total	559	5,699	1,909	300	1,357	378	2,881	6,080	843	20,233
1963—Total	572	6,045	2,008	308	1,419	397	3,089	6,601	872	21,546
1964—Total	600	6,579	2,129	344	1,584	421	3,358	7,247	910	23,416
1964—										
March	49.8	537.3	173.8							1,904.0
April	49.2	536.8	174.8							1,914.0
May	49.4	541.9	174.9	86.7	382.3	104.1	829.0	1,787.9	226.1	1,925.9
June	50.0	544.9	175.4							1,934.5
July	50.3	549.7	177.1							1,955.4
August	49.8	558.0	177.3	90.4	390.3	106.3	850.3	1,841.8	228.9	1,972.3
September	49.8	561.7	183.8							1,998.6
October	51.0	557.7	182.2							1,999.5
November	51.5	564.0	179.8	85.1	422.4	108.4	866.4	1,873.9	230.9	2,014.0
December	51.8	563.3	183.7							2,020.2
1965—										
January	53.0	578.5	185.9							2,063.0
February*	53.8	575.3	187.3	91.1	461.9	111.1	889.4	1,925.2	237.2	2,077.1
March†	54.9	590.7	187.3							2,106.2

[1]Quarterly figures are entered opposite the middle month of the quarter but represent quarterly totals.

[2]Includes post office wages and salaries.

[3]Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, as figures for labour income in Agriculture, Fishing and Trapping are not shown.

*Revised.

†Preliminary.

C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees; at February 1965 employers in the principal non-agricultural industries reported a total employment of 3,095,638. Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners in the reporting firms.

TABLE C-1—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

SOURCE: *Employment and Payrolls*, DBS

Year and Month	Industrial Composite[1]			Manufacturing		
	Index Numbers (1949–100)		Average Weekly Wages and Salaries	Index Numbers (1949–100)		Average Weekly Wages and Salaries
	Employment	Average Weekly Wages and Salaries		Employment	Average Weekly Wages and Salaries	
Averages						
1959	119.7	171.0	73.47	111.1	172.5	75.84
1960	118.7	176.5	75.83	109.5	177.8	78.19
1961	118.1	182.0	78.17	109.9	183.6	80.73
1962	121.5	187.6	80.59	113.3	189.2	83.17
1963	124.6	194.2	83.43	116.4	196.1	86.24
1964—						
February	123.0	199.6	85.74	117.7	202.4	88.98
March	123.5	198.5	85.27	118.4	202.0	88.82
April	124.6	201.0	87.33	118.6	203.9	89.66
May	129.1	202.0	86.80	121.4	204.8	90.05
June	133.4	201.6	86.62	124.2	204.1	89.73
July	134.0	202.0	86.76	122.6	202.7	89.11
August	136.4	203.0	87.19	126.4	203.9	89.65
September	136.2	204.8	88.00	126.3	207.0	91.01
October	134.7	205.9	88.47	123.6	207.3	91.15
November	134.7	204.7	87.94	124.4	206.8	90.91
December	131.2	199.1	85.53	121.8	201.6	88.66
1965—						
January*	129.4	207.7	89.21	122.5	201.3	92.46
February†	129.3	207.9	89.31	122.4	209.4	92.07

[1]Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

*Revised.

†Preliminary.

TABLE C-2 –AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949=100) (The latest figures are subject to revision)

SOURCE: *Employment and Payrolls*, DBS

Area	Employment Index Numbers			Average Weekly Wages and Salaries		
	Feb. 1965	Jan. 1965	Feb. 1964	Feb. 1965	Jan. 1965	Feb. 1964
				$	$	$
Provinces						
Atlantic Region	106.1	106.8	103.6	76.46	75.45	72.70
Newfoundland	132.2	133.2	126.1	82.31	81.06	77.76
Prince Edward Island	118.2	118.4	109.7	65.07	64.24	62.47
Nova Scotia	96.6	97.2	94.5	74.39	73.89	71.40
New Brunswick	105.5	106.3	104.6	76.39	74.87	72.12
Quebec	128.4	128.4	121.6	86.76	86.54	83.24
Ontario	133.4	134.0	126.9	91.92	92.39	88.84
Prairie Region	136.2	136.4	129.8	86.01	85.26	82.38
Manitoba	113.1	114.0	110.2	81.07	80.20	78.80
Saskatchewan	125.6	125.4	120.2	84.20	83.69	80.73
Alberta (Including Northwest Territories)	169.0	168.5	157.9	90.62	89.92	85.98
British Columbia (Including Yukon)	124.5	122.9	118.0	99.08	98.34	93.52
Canada	**129.3**	**129.4**	**123.0**	**89.31**	**89.21**	**85.74**
Urban areas						
St. John's	145.2	145.2	138.9	68.03	67.68	64.36
Sydney	77.0	77.4	77.1	85.61	84.09	84.55
Halifax	133.7	132.5	130.6	76.72	77.38	73.49
Moncton	106.5	106.4	100.8	69.46	69.88	67.87
Saint John	114.6	112.9	114.8	79.06	74.35	71.26
Chicoutimi—Jonquiere	111.7	114.3	111.7	102.29	102.41	100.35
Quebec	127.7	127.5	121.1	75.72	76.06	73.01
Sherbrooke	118.8	120.1	115.6	75.44	74.69	72.74
Shawinigan	106.7	106.1	102.4	92.47	92.27	89.59
Three Rivers	117.2	117.1	114.6	79.55	80.69	78.46
Drummondville	98.4	97.0	91.5	71.70	72.62	68.98
Montreal	136.9	136.5	129.4	88.42	88.12	84.72
Ottawa—Hull	140.2	141.7	134.8	83.07	82.76	79.68
Kingston	137.0	136.2	127.7	83.21	92.44	83.57
Peterborough	109.1	109.0	102.2	95.59	95.67	93.17
Oshawa	249.3	247.2	223.3	116.70	126.38	109.45
Toronto	150.0	149.9	143.0	91.66	92.21	89.38
Hamilton	126.8	126.4	118.7	97.98	97.82	94.16
St. Catharines	130.6	129.4	119.0	108.09	108.80	101.15
Niagara Falls	101.5	99.3	92.9	92.77	94.29	86.66
Brantford	94.7	94.5	90.3	86.37	85.32	81.99
Guelph	141.6	139.9	131.2	83.54	82.11	78.59
Galt	129.2	128.7	128.7	81.04	81.68	77.14
Kitchener	151.8	152.2	143.7	81.16	81.48	79.09
Sudbury	140.8	140.6	123.8	100.86	100.00	95.11
Timmins	84.2	84.1	84.2	76.51	80.03	76.68
London	147.5	146.3	140.1	83.15	83.38	81.04
Sarnia	133.6	134.7	128.7	110.33	113.65	108.49
Windsor	75.3	91.7	81.7	93.12	92.25	96.40
Sault Ste. Marie	152.0	151.9	147.0	109.10	106.83	106.65
Fort William–Port Arthur	110.9	110.3	101.4	87.82	86.94	84.06
Winnipeg	115.9	117.1	112.9	77.88	77.01	75.89
Regina	149.6	149.0	144.0	81.39	81.23	79.38
Saskatoon	151.3	153.2	136.9	79.36	78.87	74.30
Edmonton	216.1	217.6	203.0	83.21	82.36	79.44
Calgary	198.6	197.4	180.0	88.72	87.65	84.45
Vancouver	127.2	126.1	120.6	96.30	96.12	91.40
Victoria	126.6	126.2	110.0	87.97	88.27	81.85

TABLE C-3—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949=100) (The latest figures are subject to revision)

SOURCE: *Employment and Payrolls*, DBS

NOTE: Information for other industries is given in *Employment and Payrolls*

Industry	Employment			Average Weekly Wages and Salaries		
	Feb. 1965	Jan. 1965	Feb. 1964	Feb. 1965	Jan. 1965	Feb. 1964
				$	$	$
Mining	**118.7**	**116.7**	**113.3**	**110.23**	**110.46**	**106.14**
Metal mining	134.1	132.0	124.6	109.30	109.29	105.01
Gold	60.0	60.3	64.1	88.44	88.93	86.80
Other metal	202.8	198.6	180.8	115.03	115.03	111.01
Fuels	89.8	88.1	88.7	116.44	117.66	113.05
Coal	37.7	36.5	39.3	80.11	85.06	83.20
Oil and natural gas	301.6	297.4	289.0	134.83	133.90	129.49
Non-metal	133.7	131.4	134.3	102.16	101.57	97.41
Manufacturing	**122.4**	**122.5**	**117.7**	**92.67**	**92.46**	**88.98**
Durable goods	131.8	132.6	124.9	99.36	99.98	95.75
Non-durable goods	114.5	114.1	111.6	85.04	85.15	82.65
Food and beverages	109.4	109.2	107.1	81.69	81.60	78.96
Meat products	133.8	135.7	129.8	87.79	88.98	84.63
Canned and preserved fruits and vegetables	89.6	89.8	84.9	73.69	74.17	70.96
Grain mill products	91.0	90.0	95.9	91.25	90.49	87.40
Bread and other bakery products	112.0	111.3	110.1	76.13	76.43	74.06
Distilled and malt liquors	93.5	92.1	91.7	112.74	114.02	109.94
Tobacco and tobacco products	104.8	105.4	99.9	82.27	85.29	79.32
Rubber products	120.6	120.6	115.9	94.20	94.11	91.20
Leather products	90.0	89.7	90.2	62.66	63.08	61.44
Boots and shoes (except rubber)	92.0	91.7	94.9	61.06	61.54	59.69
Other leather products	86.5	86.1	81.5	65.73	66.03	65.15
Textile products (except clothing)	90.7	90.4	88.6	73.14	74.35	71.23
Cotton yarn and broad woven goods	77.4	77.8	76.9	71.67	71.19	68.86
Woollen goods	62.9	62.3	65.7	67.51	67.84	65.06
Synthetic textiles and silk	117.5	116.4	105.5	78.16	82.62	77.99
Clothing (textile and fur)	102.9	101.8	100.5	57.82	57.48	57.11
Men's clothing	108.7	108.1	104.7	56.56	56.42	55.82
Women's clothing	116.5	113.9	113.4	59.37	58.55	59.44
Knit goods	78.9	78.2	75.2	58.05	58.20	56.18
Wood Products	114.3	113.8	113.5	81.01	81.07	77.61
Saw and planing mills	115.6	115.4	117.1	84.58	84.95	80.42
Furniture	128.9	127.9	122.0	76.09	75.51	74.08
Other wood products	79.1	78.2	78.2	69.88	69.44	67.80
Paper products	131.3	131.5	126.2	105.91	105.95	102.86
Pulp and paper mills	129.6	129.6	125.6	114.45	114.72	110.83
Other paper products	135.3	135.9	127.5	86.61	86.23	84.01
Printing, publishing and allied industries	128.0	127.0	126.4	100.05	99.01	96.90
Iron and steel products	126.0	125.7	116.5	103.10	103.34	100.11
Agricultural implements	77.6	75.5	73.4	109.25	105.83	107.29
Fabricated and structural steel	167.7	168.0	142.3	103.15	103.81	101.44
Hardware and tools	133.0	132.7	122.0	90.44	92.04	88.25
Heating and cooking appliances	112.7	111.2	109.8	88.19	89.62	87.06
Iron castings	108.4	113.2	106.1	100.25	100.19	96.49
Machinery, industrial	154.6	153.3	137.8	100.37	100.17	96.95
Primary iron and steel	147.3	145.1	134.5	117.56	117.71	113.44
Sheet metal products	120.8	121.0	116.0	98.07	98.54	96.21
Wire and wire products	136.5	136.1	122.0	100.53	102.33	99.85
Transportation equipment	131.2	136.2	125.1	108.15	109.39	104.32
Aircraft and parts	252.7	253.8	250.7	108.57	109.57	107.01
Motor vehicles	140.9	161.3	143.8	123.54	122.00	119.26
Motor vehicle parts and accessories	170.3	169.3	152.6	108.32	112.28	101.41
Railroad and rolling stock equipment	62.3	62.3	57.3	95.53	95.74	92.49
Shipbuilding and repairing	145.2	144.0	131.6	96.89	97.66	90.58
Non-ferrous metal products	133.8	133.9	128.7	102.71	103.15	99.22
Aluminum products	133.6	136.4	141.6	99.13	99.21	96.55
Brass and copper products	119.9	118.9	114.6	97.38	99.90	97.53
Smelting and refining	144.8	144.7	137.6	112.90	112.81	107.65
Electrical apparatus and supplies	167.2	165.8	156.9	97.16	97.83	93.29
Heavy electrical machinery	123.5	123.6	117.4	103.04	104.34	100.00
Telecommunication equipment	288.8	288.4	277.8	93.83	94.75	89.83
Non-metallic mineral products	155.9	156.0	144.5	97.17	97.66	93.82
Clay products	89.8	89.4	79.9	87.29	86.11	84.57
Glass and glass products	180.8	181.6	169.1	92.78	94.08	90.69
Products of petroleum and coal	138.5	138.8	137.4	131.96	133.82	127.74
Petroleum refining and products	141.5	141.8	140.7	132.77	134.63	128.57
Chemical products	141.9	141.0	135.3	107.10	107.07	103.89
Medicinal and pharmaceutical preparations	132.2	131.3	126.7	97.03	97.00	93.26
Acids, alkalis and salts	161.7	160.7	146.8	119.07	120.70	116.64
Miscellaneous manufacturing industries	161.9	160.8	157.5	80.18	80.11	79.11
Construction	**116.4**	**117.5**	**105.8**	**98.67**	**99.02**	**94.51**
Building and general engineering	123.2	124.4	110.7	105.04	105.56	100.73
Highways, bridges and streets	105.1	106.1	97.7	86.35	86.38	82.90
Electric and motor transportation	**153.3**	**153.2**	**143.6**	**93.54**	**93.24**	**90.68**
Service	**187.2**	**186.1**	**170.3**	**63.86**	**63.37**	**60.56**
Hotels and restaurants	156.8	156.0	145.0	48.11	47.51	46.55
Laundries and dry cleaning plants	163.1	164.0	146.8	55.79	55.29	53.12
Industrial composite	**129.3**	**129.4**	**123.0**	**89.31**	**89.21**	**85.74**

TABLE C-2a—ESTIMATES OF EMPLOYEES BY INDUSTRY, PROVINCES AND CANADA

Basis: Revised Standard Industrial Classification

Industry	Month and year	Nfld.	P.E.I.	N.S.	N.B.	Qué.	Ont.	Man.	Sask.	Alta.	B.C.	Canada
		in thousands										
Forestry	Jan. 1965[p]	3.8	0.1	2.0	6.3	22.3	14.0	1.2	0.4	2.5	14.8	67.3
	Dec. 1964[r]	3.8	0.1	1.5	6.8	22.6	14.6	0.9	0.2	2.4	14.9	67.9
	Jan. 1964	3.7	0.1	2.1	7.3	20.2	14.8	0.9	0.3	2.8	15.6	67.9
Mines, quarries and oil wells	Jan. 1965[p]	5.2	—	7.7	2.1	24.1	31.1	4.9	4.1	20.1	7.5	106.9
	Dec. 1964[r]	5.2	—	7.9	2.0	23.9	31.0	4.8	4.0	19.1	7.6	105.6
	Jan. 1964	4.3	—	8.0	1.6	22.9	31.8	5.0	3.7	19.3	8.2	104.7
Manufacturing industries	Jan. 1965[p]	10.4	1.5	28.7	21.8	455.5	717.0	45.9	13.1	43.9	105.6	1,443.5
	Dec. 1964[r]	10.4	1.6	29.4	21.8	453.4	712.4	45.4	13.0	43.3	103.8	1,434.4
	Jan. 1964	10.4	1.4	27.7	21.4	442.6	676.7	44.2	12.4	41.4	103.3	1,381.4
Non-durable goods manufacturing	Jan. 1965[p]	8.1	1.2	14.7	13.4	283.7	318.1	26.0	9.0	23.0	38.6	735.6
	Dec. 1964[r]	8.1	1.2	15.2	13.5	282.0	319.3	25.4	9.0	23.1	38.6	735.5
	Jan. 1964	7.7	1.1	14.8	12.8	283.0	310.7	24.5	8.8	22.2	37.5	723.0
Durable goods manufacturing	Jan. 1965[p]	2.4	0.4	14.1	8.4	171.8	398.9	20.0	4.1	20.9	67.1	707.9
	Dec. 1964[r]	2.3	0.4	14.2	8.3	171.4	393.1	19.9	4.0	20.1	65.2	698.9
	Jan. 1964	2.7	0.3	12.9	8.6	159.6	366.0	19.7	3.6	19.2	65.8	658.4
Construction	Jan. 1965[p]	4.8	0.8	8.2	6.9	88.5	112.3	11.5	9.4	26.1	25.6	294.2
	Dec. 1964[r]	5.3	0.9	8.5	7.6	89.9	115.3	11.4	9.9	22.0	23.2	294.0
	Jan. 1964	5.3	0.9	6.6	5.6	83.7	100.5	11.9	9.5	22.7	22.3	268.9
Transportation, communication and other utilities	Jan. 1965[p]	12.4	2.4	23.2	22.3	139.7	191.5	39.6	24.3	43.9	65.0	564.4
	Dec. 1964[r]	13.4	2.4	22.9	21.5	152.2	193.5	40.1	25.2	46.0	65.0	582.1
	Jan. 1964	11.9	2.5	22.8	21.6	135.3	183.8	38.9	24.6	44.4	61.0	546.7
Trade	Jan. 1965[p]	14.0	3.5	25.3	21.4	220.3	341.5	45.6	33.2	65.0	85.0	854.6
	Dec. 1964[r]	15.0	3.5	26.8	22.9	228 9	359.2	48.6	35.2	67.7	91.0	898.8
	Jan. 1964	13.1	3.4	24.9	21.3	213.9	326.6	44.3	31.4	63.1	80.5	822.7
Finance, insurance and real estate	Jan. 1965[p]	1.3	0.5	5.4	4.0	66.2	99.2	11.4	6.8	13.3	20.5	228.6
	Dec. 1964[r]	1.3	0.5	5.4	3.9	66.5	98.5	11.4	6.8	13.3	20.5	228.1
	Jan. 1964	1.3	0.5	5.3	3.8	63.8	94.1	11.2	6.4	13.3	18.7	218.5
Service (commercial sector) [1]	Jan. 1965[p]	4.3	1.4	10.3	6.8	119.7	178.9	22.3	13.0	34.6	49.4	440.6
	Dec. 1964[r]	4.2	1.4	10.2	6.7	120.0	178.7	22.6	13.2	34.4	50.1	441.5
	Jan. 1964	3.8	1.1	9.6	6.5	109.2	165.0	21.2	12.5	31.5	43.1	403.5
Total—Specified industries	Jan. 1965[p]	56.3	10.2	110.7	91.7	1,136.3	1,685.4	182.4	104.3	249.3	373.5	4,000.2
	Dec. 1964[r]	58.7	10.5	112.7	93.3	1,157.3	1,703.2	185.2	107.5	248.1	376.1	4,052.5
	Jan. 1964	53.8	9.9	107.0	89.1	1,091.6	1,593.3	177.6	100.8	238.5	352.7	3,814.3

(1) Includes health services (except hospitals); motion picture and recreational services to business management; personal services (except domestic and miscellaneous services).

[p] Preliminary figures. [r] Revised. NOTE: Estimates may not add to totals due to rounding.

TABLE C-2a ESTIMATES OF EMPLOYEES, BY INDUSTRY, PROVINCES AND CANADA

Basis: Revised Standard Industrial Classification

Industry	Month and year	Nfld.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Canada
						in thousands						
Forestry	Feb. 1965[p]	3.8	0.1	1.8	4.7	16.9	14.1	1.1	0.4	2.7	17.5	63.1
	Jan. 1965[r]	3.8	0.1	1.9	5.3	22.3	14.1	1.2	0.3	2.7	14.8	66.6
	Feb. 1964	3.9	.....	2.0	5.4	14.3	13.8	1.1	0.3	2.5	17.4	60.7
Mines, quarries and oil wells	Feb. 1965[p]	5.3	.....	7.6	2.2	24.5	31.7	5.0	4.0	20.4	8.4	109.2
	Jan. 1965[r]	5.2	.....	7.7	2.1	24.3	31.3	4.9	4.0	20.1	7.5	107.2
	Feb. 1964	4.4	.....	8.0	1.7	22.8	31.9	5.1	3.6	19.4	8.3	105.2
Manufacturing industries	Feb. 1965[p]	10.4	1.5	28.4	21.6	457.7	709.5	46.4	13.2	43.8	107.1	1,439.5
	Jan. 1965[r]	10.3	1.5	28.8	22.1	457.3	712.4	46.0	13.3	43.8	106.1	1,441.5
	Feb. 1964	10.4	1.4	28.0	22.0	446.3	680.8	44.4	12.4	42.3	103.4	1,391.5
Non-durable goods manufacturing	Feb. 1965[p]	8.2	1.1	14.5	13.2	287.2	314.9	26.2	8.9	23.2	39.1	736.6
	Jan. 1965[r]	8.0	1.2	14.7	13.6	284.8	313.7	26.0	9.0	23.0	38.5	732.5
	Feb. 1964	7.8	1.1	14.9	13.1	283.0	310.9	24.5	8.7	22.3	37.8	724.1
Durable goods manufacturing	Feb. 1965[p]	2.1	0.4	13.8	8.4	170.4	394.6	20.2	4.3	20.6	68.0	702.9
	Jan. 1965[r]	2.2	0.4	14.1	8.5	172.5	398.7	20.0	4.2	20.8	67.5	709.0
	Feb. 1964	2.6	0.3	13.1	8.9	163.3	369.9	19.9	3.7	20.0	65.6	667.4
Construction	Feb. 1965[p]	4.6	0.8	8.0	6.5	86.8	110.5	10.7	9.0	24.9	25.3	287.2
	Jan. 1965[r]	4.9	0.9	8.3	7.0	87.6	112.5	11.2	9.2	24.5	23.9	289.9
	Feb. 1964	5.2	0.8	6.2	5.2	80.1	98.3	11.6	8.6	21.9	24.0	262.0
Transportation, communication and other utilities	Feb. 1965[p]	12.0	2.5	24.0	22.5	141.0	191.2	39.2	24.4	45.9	65.2	567.8
	Jan. 1965[r]	12.8	2.3	23.4	22.0	140.6	191.1	39.6	24.3	45.5	64.6	566.2
	Feb. 1964	11.2	2.2	22.7	22.6	134.6	183.8	37.6	24.6	44.3	61.0	544.5
Trade	Feb. 1965[p]	13.6	3.5	25.3	21.1	222.9	339.8	44.5	32.8	65.7	85.6	854.7
	Jan. 1965[r]	13.8	3.3	25.3	21.3	220.0	341.6	45.7	32.9	66.0	85.4	855.5
	Feb. 1964	13.0	3.2	24.6	21.2	211.5	326.1	43.4	31.5	62.9	80.1	817.4
Finance, insurance and real estate	Feb. 1965[p]	1.4	0.5	5.4	3.9	66.7	99.9	11.5	6.9	13.4	20.7	230.4
	Jan. 1965[r]	1.3	0.5	5.4	4.0	66.4	99.5	11.4	6.9	13.3	20.5	229.4
	Feb. 1964	1.3	0.5	5.2	3.8	63.7	94.5	11.1	6.4	13.3	18.9	218.7
Service (commercial sector)[1]	Feb. 1965[p]	4.2	1.3	10.3	6.9	121.4	180.2	22.9	13.1	34.3	50.0	444.7
	Jan. 1965[r]	4.3	1.4	10.3	6.9	120.8	179.0	22.2	13.0	34.3	49.6	441.8
	Feb. 1964	3.8	1.2	9.7	6.5	109.7	166.6	21.2	12.4	32.2	44.1	407.4
Total—specified industries	Feb. 1965[p]	55.3	10.2	110.8	89.5	1,137.8	1,676.8	181.3	103.9	251.1	379.8	3,996.5
	Jan. 1965[r]	56.5	10.1	111.0	90.6	1,139.2	1,681.6	182.4	103.9	250.4	372.5	3,998.2
	Feb. 1964	53.2	9.3	106.4	88.4	1,083.0	1,595.8	175.5	99.8	238.8	357.2	3,807.4

(1) Includes health services (except hospitals); motion picture and recreational services; services to business management; personal services (except domestic and miscellaneous services).

[p] Preliminary figures. [r] Revised figures. NOTE: Estimates may not add to totals due to rounding.

TABLE C-4 –HOURS AND EARNINGS IN MANUFACTURING, BY PROVINCE

(Hourly Rated Wage-Earners)

SOURCE: *Man-Hours and Hourly Earnings*, DBS

NOTE: Information on hours and earnings by cities is obtainable from *Man-Hours and Hourly Earnings*, DBS

(The latest figures are subject to revision)

	Average Hours Worked			Average Hourly Earnings*		
	February 1965	January 1965	February 1964	February 1965	January 1965	February 1964
				$	$	$
Newfoundland	40.6	37.7	40.8	1.81	1.92	1.77
Nova Scotia	40.8	39.1	40.8	1.83	1.83	1.73
New Brunswick	41.9	41.6	41.0	1.80	1.78	1.69
Quebec	41.7	41.9	42.1	1.85	1.85	1.78
Ontario	40.2	40.9	41.2	2.20	2.20	2.10
Manitoba	40.4	40.3	40.7	1.87	1.87	1.81
Saskatchewan	39.0	39.1	38.8	2.13	2.14	2.07
Alberta (includes Northwest Territories)	40.5	40.4	39.9	2.11	2.12	2.04
British Columbia (includes Yukon Territory)	38.6	38.7	38.5	2.57	2.58	2.42

* Includes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave if paid through payroll but not if paid under insurance plan, incentive bonus but not annual bonus.

TABLE C-6—EARNINGS AND HOURS OF HOURLY-RATED WAGE EARNERS IN MANUFACTURING

SOURCE: *Man-Hours and Hourly Earnings*, DBS

Period	Hours Worked Per Week	Average Hourly Earnings	Average Weekly Wages	Index Number of Average Weekly Wages (1949=100)	
				Current Dollars	1949 Dollars
		$	$		
Monthly Average 1959	40.7	1.72	70.16	168.1	132.8
Monthly Average 1960	40.4	1.78	71.96	172.4	134.5
Monthly Average 1961	40.6	1.83	74.27	177.9	137.7
Monthly Average 1962	40.7	1.88	76.55	183.4	140.1
Monthly Average 1963	40.8	1.95	79.40	190.2	142.8
Last Pay Period in:					
1964—February	41.2	1.99	82.03	196.5	146.0
March	40.7	2.01	81.84	196.1	145.2
April	41.1	2.01	82.67	198.1	146.7
May	41.4	2.02	83.55	200.2	147.9
June	41.2	2.02	83.22	199.4	146.5
July	40.9	2.01	82.10	196.7	144.5
August	41.3	2.02	83.31	199.6	147.2
September	41.7	2.03	84.78	203.1	149.8
October	41.6	2.03	84.35	202.1	148.7
November	41.2	2.04	84.04	201.3	147.2
December	38.8	2.08	80.65	193.2	141.1
1965—January	41.0	2.08	85.34	204.5	149.0
February†	40.6	2.08	84.51	202.5	147.5

NOTE: The index of average weekly wages in 1949 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings*.

*Revised.

†Preliminary.

TABLE C-5—HOURS AND EARNINGS, BY INDUSTRY

(Hourly-Rated Wage Earners)

SOURCE: *Man-Hours and Hourly Earnings*, DBS

(The latest figures are subject to revision)

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	Feb. 1965	Jan. 1965	Feb. 1964	Feb. 1965	Jan. 1965	Feb. 1964	Feb. 1965	Jan. 1965	Feb. 1964
				$	$	$	$	$	$
Mining	**42.2**	**42.8**	**42.5**	**2.39**	**2.36**	**2.28**	**100.87**	**101.06**	**97.17**
Metal mining	42.0	42.3	42.1	2.45	2.42	2.34	102.88	102.38	98.72
Gold	41.4	42.4	43.1	1.95	1.91	1.87	80.77	81.15	80.65
Other metal	42.2	42.3	41.8	2.59	2.57	2.52	109.41	108.71	105.10
Fuels	42.1	43.7	44.1	2.30	2.28	2.18	97.05	99.60	96.00
Coal	39.8	43.1	43.0	1.93	1.92	1.91	77.07	82.79	82.06
Oil and natural gas	45.0	44.6	45.6	2.72	2.71	2.53	122.52	120.81	115.23
Non-metal	43.3	43.6	42.3	2.23	2.22	2.17	96.61	96.69	91.94
Manufacturing	**40.6**	**41.0**	**41.2**	**2.08**	**2.08**	**1.99**	**84.51**	**85.34**	**82.03**
Durable goods	41.0	41.5	41.7	2.26	2.26	2.16	92.58	93.89	89.84
Non-durable goods	40.2	40.4	40.8	1.89	1.89	1.82	76.24	76.45	74.34
Food and beverages	40.2	40.0	40.1	1.84	1.85	1.78	74.26	73.92	71.24
Meat products	39.2	40.2	39.2	2.09	2.09	1.99	81.90	83.81	78.21
Canned and preserved fruits and vegetables	39.2	40.6	40.5	1.62	1.58	1.53	63.34	64.22	61.83
Grain mill products	43.0	42.5	42.9	2.02	2.01	1.94	86.82	85.31	83.17
Bread and other bakery products	40.4	40.7	40.7	1.75	1.75	1.68	70.81	71.18	68.48
Distilled liquors	40.8	41.4	40.0	2.41	2.42	2.34	98.39	100.18	93.52
Malt liquors	39.3	39.0	39.1	2.59	2.60	2.55	102.02	101.20	99.78
Tobacco and tobacco products	37.7	39.4	37.9	1.98	1.98	1.91	74.77	78.12	72.39
Rubber products	41.8	41.9	42.0	2.10	2.11	2.04	88.01	88.50	85.48
Leather products	40.5	40.7	41.7	1.42	1.42	1.36	57.52	57.89	56.73
Boots and shoes (except rubber)	40.6	40.9	41.7	1.39	1.39	1.32	56.24	56.72	55.14
Other leather products	40.4	40.4	41.6	1.49	1.49	1.45	60.07	60.20	60.18
Textile products (except clothing)	41.2	42.2	42.6	1.60	1.59	1.51	65.68	67.21	64.53
Cotton yarn and broad woven goods	40.9	41.4	42.0	1.65	1.62	1.54	67.56	67.15	64.56
Woollen goods	42.2	42.9	42.7	1.45	1.45	1.39	61.29	62.33	59.61
Synthetic textiles and silk	40.4	43.0	43.3	1.69	1.71	1.62	68.19	73.55	69.98
Clothing (textile and fur)	38.8	38.6	39.9	1.36	1.36	1.31	52.84	52.37	52.42
Men's clothing	38.9	38.9	39.7	1.34	1.34	1.31	52.17	52.08	51.93
Women's clothing	37.2	36.7	38.7	1.48	1.46	1.42	54.92	53.73	55.09
Knit goods	41.7	41.8	42.2	1.26	1.26	1.21	52.75	52.74	51.13
*Wood products	41.7	41.9	42.0	1.85	1.85	1.76	76.98	77.40	73.85
Saw and planing mills	41.3	41.6	41.5	1.98	1.99	1.88	81.68	82.58	77.95
Furniture	42.6	42.5	42.7	1.65	1.65	1.60	70.53	69.97	68.32
Other wood products	41.9	42.1	43.1	1.54	1.52	1.42	64.45	64.04	61.11
Paper products	41.3	41.4	41.5	2.40	2.40	2.33	99.29	99.43	96.57
Pulp and paper mills	41.5	41.7	41.5	2.59	2.59	2.51	107.56	108.04	104.30
Other paper products	40.8	40.8	41.3	1.92	1.91	1.85	78.40	77.84	76.40
Printing, publishing and allied industries	38.7	38.4	38.9	2.55	2.53	2.48	98.64	97.43	96.49
*Iron and steel products	41.2	41.6	41.7	2.37	2.35	2.28	97.56	97.98	95.13
Agricultural implements	41.0	39.7	42.0	2.48	2.44	2.41	101.57	97.11	101.43
Fabricated and structural steel	40.9	41.8	41.8	2.30	2.29	2.21	94.15	95.72	92.63
Hardware and tools	42.3	43.1	43.2	1.99	1.99	1.90	84.25	85.92	82.21
Heating and cooking appliances	39.3	40.9	41.6	2.04	2.02	1.96	80.43	82.55	81.71
Iron castings	42.1	42.2	42.4	2.29	2.29	2.19	96.54	96.56	92.94
Machinery, industrial	42.6	42.5	42.5	2.22	2.23	2.14	94.73	94.64	91.11
Primary iron and steel	40.8	40.8	40.5	2.76	2.75	2.68	112.67	112.27	108.70
Sheet metal products	40.2	41.1	41.2	2.26	2.23	2.18	90.80	91.90	89.62
Wire and wire products	41.2	42.3	42.7	2.30	2.29	2.23	94.56	97.08	95.22
*Transportation equipment	40.3	41.0	41.8	2.51	2.53	2.36	100.91	103.78	98.46
Aircraft and parts	40.4	41.4	41.9	2.37	2.37	2.31	95.97	98.23	96.71
Motor vehicles	39.8	40.1	42.8	2.84	2.89	2.63	112.79	115.77	112.82
Motor vehicle parts and accessories	41.4	43.1	41.9	2.51	2.51	2.31	104.09	108.27	96.68
Railroad and rolling stock equipment	39.7	40.2	41.0	2.35	2.33	2.21	93.41	93.71	90.60
Shipbuilding and repairing	39.7	40.0	40.4	2.38	2.39	2.18	94.22	95.36	88.02
*Non-ferrous metal products	40.9	41.3	41.1	2.33	2.33	2.25	95.12	96.04	92.67
Aluminum products	40.3	41.6	41.5	2.10	2.09	2.07	84.57	86.81	85.99
Brass and copper products	41.4	42.7	42.6	2.20	2.22	2.19	91.15	94.94	93.16
Smelting and refining	40.7	40.6	40.3	2.60	2.60	2.51	105.79	105.58	100.86
*Electrical apparatus and supplies	40.4	41.2	40.8	2.08	2.07	1.98	83.88	85.22	80.92
Heavy electrical machinery and equipment	40.6	41.5	40.9	2.29	2.29	2.21	92.94	95.22	90.45
Telecommunication equipment	39.1	40.3	39.9	1.88	1.86	1.77	73.55	74.96	70.68
*Non-metallic mineral products	42.3	42.9	42.7	2.16	2.14	2.03	91.14	91.71	86.89
Clay products	41.6	42.0	42.5	1.92	1.90	1.83	79.66	79.65	77.54
Glass and glass products	40.8	41.6	41.2	2.16	2.15	2.06	87.87	89.20	84.75
Products of petroleum and coal	41.5	42.1	40.7	2.84	2.87	2.75	117.87	121.09	112.05
Petroleum refining and products	41.5	42.1	40.7	2.87	2.90	2.78	119.12	122.26	113.24
Chemical products	40.6	41.0	40.9	2.28	2.28	2.20	92.29	93.32	90.24
Medicinal and pharmaceutical preparations	39.5	40.2	39.9	1.80	1.81	1.73	71.03	72.91	69.20
Acids, alkalis and salts	40.2	40.9	41.2	2.64	2.63	2.52	105.93	107.56	103.84
Miscellaneous manufacturing industries	40.9	41.2	41.7	1.68	1.68	1.65	68.71	69.26	68.94
Construction	**40.4**	**40.5**	**41.2**	**2.37**	**2.38**	**2.24**	**95.72**	**96.41**	**92.31**
Building and general engineering	39.6	39.9	40.5	2.58	2.58	2.43	102.06	102.85	98.37
Highways, bridges and streets	42.2	42.0	42.7	1.91	1.93	1.85	80.77	80.95	79.09
Electric and motor transportation	**44.0**	**44.0**	**43.7**	**2.12**	**2.12**	**2.06**	**93.43**	**93.25**	**90.12**
Service	**36.7**	**36.3**	**37.3**	**1.26**	**1.25**	**1.19**	**46.00**	**45.39**	**44.40**
Hotels and restaurants	36.2	35.7	36.9	1.21	1.21	1.16	43.86	43.07	42.83
Laundries and dry cleaning plants	38.9	38.7	39.8	1.18	1.19	1.11	45.99	45.99	44.19

* Durable manufactured goods industries.

D—National Employment Service Statistics

Statistics presented in the following tables relate to registrations for employment and vacancies notified by employers at NES offices. These data are derived from reports prepared in National Employment Service offices and processed in the Unemployment Insurance Section, DBS. See also Technical Note, page 199, February issue.

TABLE D-1 –UNFILLED VACANCIES AND REGISTRATIONS ON HAND

SOURCE: National Employment Service, Department of Labour

Period	Unfilled Vacancies*			Registrations on Hand		
	Male	Female	Total	Male	Female	Total
End of:						
May 1960	21,772	17,210	38,982	389,576	152,848	542,424
May 1961	17,078	17,208	34,286	418,218	151,611	569,829
May 1962	22,026	20,999	43,025	329,391	126,461	455,852
May 1963	22,865	21,723	44,588	341,869	130,084	471,953
May 1964	30,955	23,676	54,631	319,268	126,509	455,777
June 1964	28,693	21,359	50,052	266,490	140,069	406,559
July 1964	29,445	19,458	48,903	233,564	128,799	362,363
August 1964	30,171	24,058	54,229	197,724	109,554	307,278
September 1964	33,617	23,611	57,228	173,988	104,907	278,895
October 1964	29,159	19,727	48,886	203,340	110,611	313,951
November 1964	38,620	22,704	61,324	254,346	118,294	372,640
December 1964	25,171	14,758	39,929	378,125	130,721	508,846
January 1965	22,509	15,141	37,650	447,847	152,195	600,042
February 1965	23,167	16,364	39,531	453,555	153,426	606,981
March 1965	27,436	19,898	47,334	447,673	149,274	596,947
April 1965(1)	35,094r	24,548	59,642r	397,193	142,760	539,953
May 1965(1)	38,765	26,560	65,325	277,216	124,123	401,339

(1) Latest figures subject to revision.

* Current Vacancies only. Deferred Vacancies are excluded.

r Revised.

TABLE D-2 –REGISTRATIONS RECEIVED, VACANCIES NOTIFIED AND PLACEMENTS EFFECTED DURING YEAR, 1961-1964, AND DURING MONTH, APRIL 1964-APRIL 1965

SOURCE: National Employment Service, Department of Labour

Year and Month	Registrations Received		Vacancies Notified		Placements Effected	
	Male	Female	Male	Female	Male	Female
1961–Year	3,125,195	1,106,790	836,534	469,119	748,790	371,072
1962–Year	3,177,423	1,171,111	1,010,365	544,795	897,285	438,471
1963–Year	2,912,511	1,130,539	938,052	507,910	790,381	387,728
1964–Year	2,894,099	1,170,889	1,030,199	530,575	845,696	395,380
1964–April	236,915	88,740	95,252	43,563	75,095	29,285
1964—May	207,806	88,218	95,076	44,484	78,405	31,264
June	234,674	109,636	87,592	47,201	74,485	34,649
July	237,632	111,717	97,585	53,022	81,610	42,217
August	198,847	97,928	86,901	56,448	69,893	41,514
September	209,609	107,109	108,719	55,219	90,230	43,051
October	228,509	99,357	88,832	41,509	72,982	30,636
November	277,052	104,803	109,323	45,645	82,945	30,749
December	341,413	103,065	77,455	41,458	76,480	40,686
1965—January	272,107	100,622	65,179	34,426	53,989	23,938
February	207,415	79,029	62,727	32,744	49,152	22,308
March	236,435	87,317r	81,598	41,971	62,519	27,678
April(1)	212,743	84,512	89,202	42,378	67,731	26,976

(1) Preliminary.

r Revised.

TABLE D-3—PLACEMENTS EFFECTED BY INDUSTRY AND BY SEX, DURING APRIL 1965[1]

SOURCE: National Employment Service, Department of Labour

Industry Group	Male	Female	Total	Change from April 1964
Agriculture, Fishing, Trapping	**2,138**	**303**	**2,441**	**— 1,234**
Forestry	1,142	25	1,167	— 627
Mining, Quarrying and Oil Wells	**975**	**54**	**1,029**	**+ 248**
Metal Mining	594	11	605	+ 148
Fuels	159	31	190	+ 43
Non-Metal Mining	79	1	80	+ 52
Quarrying, Clay and Sand Pits	99	2	101	+ 2
Prospecting	44	9	53	+ 3
Manufacturing	**16,019**	**6,985**	**23,004**	**— 1,136**
Foods and Beverages	1,903	1,095	2,998	+ 172
Tobacco and Tobacco Products	11	36	47	— 50
Rubber Products	187	159	346	+ 134
Leather Products	278	217	495	+ 40
Textile Products (except clothing)	720	445	1,165	+ 54
Clothing (textile and fur)	418	1,579	1,997	— 517
Wood Products	1,771	240	2,011	— 487
Paper Products	1,196	309	1,505	— 40
Printing, Publishing and Allied Industries	736	540	1,276	+ 12
Iron and Steel Products	3,179	422	3,601	— 317
Transportation Equipment	2,101	340	2,441	— 401
Non-Ferrous Metal Products	673	180	853	+ 129
Electrical Apparatus and Supplies	601	549	1,150	+ 42
Non-Metallic Mineral Products	685	83	768	+ 56
Products of Petroleum and Coal	114	16	130	+ 4
Chemical Products	798	317	1,115	+ 50
Miscellaneous Manufacturing Industries	648	458	1,106	— 17
Construction	**10,986**	**199**	**11,185**	**+ 404**
General Contractors	7,549	116	7,665	+ 412
Special Trade Contractors	3,437	83	3,520	— 8
Transportation, Storage and Communication	**3,854**	**341**	**4,195**	**— 1,369**
Transportation	3,190	198	3,388	— 1,050
Storage	523	27	550	— 280
Communication	141	116	257	— 39
Public Utility Operation	**314**	**54**	**368**	**— 222**
Trade	9,658	4,486	14,144	— 285
Wholesale	3,793	1,299	5,092	+ 37
Retail	5,865	3,187	9,052	— 322
Finance, Insurance and Real Estate	**582**	**955**	**1,537**	**— 263**
Service	**22,063**	**13,574**	**35,637**	**— 5,189**
Community or Public Service	1,014	1,340	2,354	— 63
Government Service	14,161	934	15,095	— 4,251
Recreation Service	512	236	748	— 159
Business Service	1,651	657	2,308	+ 560
Personal Service	4,725	10,407	15,132	— 1,276
GRAND TOTAL	**67,731**	**26,976**	**94,707**	**— 9,673**

(1) Preliminary.

TABLE D-4—REGISTRATIONS ON HAND BY OCCUPATION AND BY SEX, AS AT APRIL 30, 1965[1]

SOURCE: National Employment Service, Department of Labour.

Occupational Group	Registrations on Hand		
	Male	Female	Total
Professional & Managerial Workers	8,247	2,089	10,336
Clerical Workers	19,163	45,700	64,863
Sales Workers	8,060	17,966	26,026
Personal & Domestic Service Workers	40,929	28,037	68,966
Seamen	2,034	50	2,084
Agriculture, Fishing, Forestry (Ex. log.)	6,677	956	7,633
Skilled and Semi-Skilled Workers	179,181	18,028	197,209
Food and kindred products (incl. tobacco)	1,354	602	1,956
Textiles, clothing, etc.	2,466	10,536	13,002
Lumber and lumber products	31,642	146	31,788
Pulp, paper (incl. printing)	1,438	534	1,972
Leather and leather products	1,188	1,174	2,362
Stone, clay & glass products	450	27	477
Metalworking	10,183	984	11,167
Electrical	1,764	1,021	2,785
Transportation equipment	474	46	520
Mining	1,702	—	1,702
Construction	48,672	12	48,684
Transportation (except seamen)	38,790	123	38,913
Communications & public utility	749	1	750
Trade and service	4,721	1,635	6,356
Other skilled and semi-skilled	22,282	884	23,166
Foremen	4,548	289	4,837
Apprentices	6,758	14	6,772
Unskilled Workers	132,902	29,934	162,836
Food and tobacco	5,615	9,491	15,106
Lumber & lumber products	18,062	463	18,525
Metalworking	3,552	658	4,210
Construction	71,655	2	71,657
Other unskilled workers	34,018	19,320	53,338
GRAND TOTAL	397,193	142,760	539,953

[1] Preliminary.

TABLE D-5—REGISTRATIONS ON HAND, BY LOCAL OFFICE AREAS, AT APRIL 30, 1965

Source: National Employment Service, Department of Labour

Office	Registrations on Hand	
	(1) April 30, 1965	Previous Year April 30, 1964
Newfoundland	**23,004**	**26,512**
Corner Brook	5,314	5,710
Grand Falls	3,135	2,918
St. John's	14,555	17,884
Prince Edward Island	**4,817**	**5,003**
Charlottetown	3,215	3,210
Summerside	1,602	1,793
Nova Scotia	**25,542**	**31,351**
Amherst	927	1,128
Bridgewater	1,337	1,719
Halifax	5,535	7,065
Inverness	1,135	1,121
Kentville	2,542	3,322
Liverpool	509	680
New Glasgow	2,656	3,632
Springhill	972	1,169
Sydney	4,247	4,665
Sydney Mines	1,432	1,622
Truro	1,861	2,399
Yarmouth	2,389	2,829
New Brunswick	**29,711**	**32,566**
Bathurst	5,173	5,434
Campbellton	2,965	3,196
Edmundston	2,566	2,501
Fredericton	1,952	2,117
Minto	414	501
Moncton(2)	6,450	7,424
Newcastle	3,266	3,359
Saint John	3,717	3,936
St. Stephen	1,163	1,660
Sussex	505	678
Woodstock	1,540	1,760
Quebec	**178,754**	**191,535**
Alma	2,543	1,977
Asbestos	753	782
Baie Comeau	1,497	1,197
Beauharnois	1,063	1,301
Buckingham	1,290	1,435
Causapscal	2,946	3,189
Chandler	2,187	2,690
Chicoutimi	2,166	2,723
Cowansville	431	544
Dolbeau	2,331	2,206
Drummondville	2,172	2,091
Farnham	493	532
Forestville	1,119	1,587
Gaspé	1,876	2,345
Granby	1,990	2,179
Hull	4,510	4,455
Joliette	3,841	4,304
Jonquière	2,437	2,297
Lachute	822	798
Lac-Megantic	1,683	1,566
La Malbaie	2,231	2,408
La Tuque	996	1,054
Lévis	3,854	4,160
Louiseville	1,126	1,161
Magog	825	637
Maniwaki	1,590	1,390
Matane	3,343	3,530
Mont-Laurier	1,295	1,419
Montmagny	2,378	2,432
Montréal	48,104	56,012
New Richmond	2,018	2,663
Port Alfred	1,266	1,242
Québec	13,874	14,221
Rimouski	4,564	4,642
Rivière-du-Loup	5,497	5,461
Roberval	1,784	1,679
Rouyn	3,872	4,483
Ste. Agathe des Monts	1,465	1,607
Ste. Anne de Bellevue	1,156	1,041
Ste. Thérèse	2,020	2,247
St. Hyacinthe	1,942	1,910
St. Jean	2,245	2,185
St. Jérôme	1,758	1,982
Sept-Iles	1,961	1,860
Shawinigan	4,486	4,946
Quebec—Concluded		
Sherbrooke	5,678	4,989
Sorel	2,150	1,597
Thetford Mines	1,545	1,801
Trois-Rivières	4,414	5,093
Val-d'Or	2,693	3,336
Valleyfield	2,556	2,058
Victoriaville	2,461	2,289
Ville St. Georges	3,457	3,802
Ontario	**149,122**	**158,137**
Arnprior	360	351
Barrie	1,285	1,367
Belleville	1,956	1,854
Bracebridge	1,238	1,210
Brampton	1,346	1,248
Brantford	1,619	1,690
Brockville	472	538
Carleton Place	464	386
Chatham	1,278	1,697
Cobourg	620	728
Collingwood	854	727
Cornwall	2,371	2,751
Elliot Lake	436	452
Fort Erie	313	358
Fort Frances	998	974
Fort William	2,221	2,651
Galt	1,321	903
Gananoque	269	266
Goderich	389	432
Guelph	1,023	1,146
Hamilton	9,611	10,737
Hawkesbury	820	953
Kapuskasing	1,375	1,902
Kenora	1,805	1,322
Kingston	1,793	1,848
Kirkland Lake	1,026	1,067
Kitchener	1,898	2,258
Leamington	651	749
Lindsay	667	684
Listowel	243	273
London	4,137	4,021
Long Branch	3,158	3,235
Midland	961	812
Napanee	528	585
New Liskeard	404	518
Newmarket	1,206	1,233
Niagara Falls	1,615	2,066
North Bay	1,668	1,967
Oakville	628	730
Orillia	924	821
Oshawa	3,913	4,102
Ottawa	6,275	6,879
Owen Sound	1,230	1,119
Parry Sound	475	528
Pembroke	1,934	1,720
Perth	757	748
Peterborough	2,734	2,741
Picton	383	363
Port Arthur	4,210	4,825
Port Colborne	515	524
Prescott	713	761
Renfrew	507	552
St. Catharines	2,947	3,267
St. Thomas	849	724
Sarnia	1,950	2,166
Sault Ste. Marie	2,521	3,134
Simcoe	1,233	1,100
Smiths Falls	508	537
Stratford	564	473
Sturgeon Falls	834	1,005
Sudbury	3,695	4,641
Tillsonburg	668	401
Timmins	2,502	2,428
Toronto	39,851	41,476
Trenton	799	709
Walkerton	527	588
Wallaceburg	443	581
Welland	1,743	1,877
Weston	2,836	2,756
Windsor	4,414	5,244
Woodstock	641	658

TABLE D-5—REGISTRATIONS ON HAND, BY LOCAL OFFICE AREAS, AT APRIL 30, 1965

Source: National Employment Service, Department of Labour

Office	Registrations on Hand		Office	Registrations on Hand	
	(1) April 30, 1965	Previous Year April 30, 1964		(1) April 30, 1965	Previous Year April 30, 1964
Manitoba	**25,580**	**29,481**	**British Columbia**	**53,649**	**58,617**
Brandon	2,251	2,404	Chilliwack	1,380	1,530
Dauphin	1,544	1,782	Courtenay	572	656
Flin Flon	219	253	Cranbrook	1,160	1,270
Portage la Prairie	1,208	1,221	Dawson Creek	1,575	1,727
The Pas	477	551	Duncan	468	441
Winnipeg	19,881	23,270	Kamloops	1,910	2,042
			Kelowna	1,947	1,501
Saskatchewan	**19,023**	**18,720**	Mission City	772	959
Estevan	373	384	Nanaimo	572	732
Lloydminster	452	364	Nelson	855	978
Moose Jaw	1,434	1,350	New Westminster	6,689	7,927
North Battleford	1,326	1,245	Penticton	2,121	1,930
Prince Albert	2,486	2,589	Port Alberni	594	506
Regina	4,918	4,917	Prince George	2,727	3,285
Saskatoon	4,760	4,541	Prince Rupert	1,461	1,808
Swift Current	788	608	Quesnel	1,634	1,575
Weyburn	364	282	Trail	859	880
Yorkton	2,122	2,440	Vancouver	20,750	22,728
			Vernon	2,010	1,721
Alberta	**30,751**	**35,294**	Victoria	3,068	3,883
Blairmore	582	644	Whitehorse	525	538
Calgary	8,633	9,915			
Drumheller	529	650	**CANADA**	**539,953**	**587,216**
Edmonton	13,355	16,167			
Edson	443	553			
Grande Prairie	1,576	1,650	Males	397,193	445,744
Lethbridge	2,415	2,589			
Medicine Hat	1,203	1,240			
Red Deer	2,015	1,886	Females	142,760	141,472

(1) Preliminary.

(2) Includes 1,453 registrations reported by the Iles-de-la-Madeleine, Que. local office.

E—Unemployment Insurance

Unemployment insurance statistics are concerned with numbers of persons covered by insurance and claimants for benefit at Unemployment Insurance Commission local offices. The data are compiled in the Unemployment Insurance Section, DBS from information supplied by the UIC. For further information regarding the nature of the data see Technical Note, page 592.

TABLE E-1—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT

SOURCE: *Statistical Report on Operation of the Unemployment Insurance Act*, DBS

End of:	Total	Employed	Claimants
1965—February	4,502,000	3,942,800	559,200
January	4,487,000	3,939,200	547,800
1964—December	4,475,000	3,996,800	478,200
November	4,369,000	4,094,500	274,500
October	4,298,000	4,083,500	214,500
September	4,304,000	4,130,400	173,600
August	4,330,000	4,148,000	182,000
July	4,271,000	4,065,700	205,300
June	4,241,000	4,039,100	201,900
May	4,173,000	3,922,900	250,100
April	4,280,000	3,782,300	497,700
March	4,348,000	3,750,700	597,300
February	4,339,000	3,731,900	607,100

TABLE E-2—CLAIMANTS CURRENTLY REPORTING TO LOCAL OFFICES BY NUMBER OF WEEKS ON CLAIM, PROVINCE AND SEX, MARCH 31, 1965

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act*, DBS

(Counted on last working day of the month)

Province and Sex	Total claimants	Number of weeks on claim (based on 20 per cent sample)				Total claimants	
		1–4	5–13	14–26	27 or more*	Feb. 26, 1965	Mar. 31, 1964
CANADA	538,978	150,666	207,471	151,497	29,344	559,234	597,250
Male	413,131	119,075	161,160	117,056	15,840	428,871	467,631
Female	125,847	31,591	46,311	34,441	13,504	130,363	129,619
Newfoundland	31,825	6,057	13,918	11,297	553	35,804	33,108
Male	29,952	5,625	13,304	10,693	330	33,546	30,893
Female	1,873	432	614	604	223	2,258	2,215
Prince Edward Island	6,402	776	2,288	3,203	135	6,866	6,640
Male	5,223	636	1,903	2,611	73	5,630	5,620
Female	1,179	140	385	592	62	1,236	1,020
Nova Scotia	33,606	7,316	14,634	9,997	1,659	35,149	40,324
Male	28,048	6,088	12,401	8,507	1,052	29,483	34,923
Female	5,558	1,228	2,233	1,490	607	5,666	5,401
New Brunswick	34,143	7,524	12,786	12,553	1,280	35,331	36,551
Male	28,337	6,631	10,796	10,268	642	28,832	30,384
Female	5,806	893	1,990	2,285	638	6,499	6,167
Quebec	178,791	57,297	70,274	41,281	9,939	174,374	187,461
Male	146,304	48,835	59,380	32,821	5,268	141,413	153,994
Female	32,487	8,462	10,894	8,460	4,671	32,961	33,467
Ontario	134,385	39,199	48,784	36,415	9,987	142,636	160,973
Male	88,012	26,570	31,806	24,284	5,352	94,180	113,417
Female	46,373	12,629	16,978	12,131	4,635	48,456	47,556
Manitoba	26,512	6,026	10,750	8,882	854	24,825	25,595
Male	20,516	4,719	8,101	7,133	563	19,052	19,272
Female	5,996	1,307	2,649	1,749	291	5,773	6,323
Saskatchewan	18,779	4,232	7,179	6,656	712	20,072	19,796
Male	14,662	3,276	5,540	5,509	337	15,797	16,092
Female	4,117	956	1,639	1,147	375	4,275	3,704
Alberta	27,185	8,425	9,699	7,683	1,378	28,199	33,344
Male	20,495	6,649	7,154	5,928	764	21,522	26,049
Female	6,690	1,776	2,545	1,755	614	6,597	7,295
British Columbia	47,350	13,814	17,159	13,530	2,847	56,058	53,458
Male	31,582	10,046	10,775	9,302	1,459	39,146	36,987
Female	15,768	3,768	6,384	4,228	1,388	16,642	16,471

*The bulk of the cases in this group were on claim from 27–39 weeks.

NOTE: Values less than 50 subject to relatively large sampling variability.

TABLE E-3—INITIAL AND RENEWAL CLAIMS FOR BENEFIT, BY PROVINCE, MARCH 1965

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act*, DBS

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at End of Month			
	Total*	Initial	Renewal	Total Disposed of†	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland	6,555	5,238	1,317	6,727	5,814	913	2,083
Prince Edward Island	1,268	1,021	247	1,117	1,010	107	389
Nova Scotia	8,319	6,324	1,995	8,006	6,923	1,083	2,338
New Brunswick	9,056	7,354	1,702	9,135	7,976	1,159	2,517
Quebec	66,722	48,744	17,978	65,555	55,192	10,363	23,290
Ontario	52,086	38,217	13,869	51,810	41,351	10,459	17,748
Manitoba	7,499	5,984	1,515	7,520	6,293	1,227	2,174
Saskatchewan	4,949	4,155	794	4,780	3,949	831	1,476
Alberta	9,948	7,157	2,791	8,852	7,160	1,692	3,684
British Columbia (incl. Yukon Territory)	16,764	11,159	5,605	17,081	13,347	3,734	5,215
Total, Canada, March 1965	183,166	135,353	47,813	180,583	149,015	31,568	60,914
Total, Canada, February 1965	159,999	122,749	37,250	179,687	144,346	35,341	58,331
Total, Canada, March 1964	182,291	132,686	49,605	174,803	147,558	27,245	65,347

*In addition, revised claims received numbered 43,961.

†In addition, 45,268 revised claims were disposed of. Of these, 4,044 were special requests not granted and 2,639 appeals by claimants. There were 10,349 revised claims pending at the end of the month.

TABLE E-4—BENEFIT PAYMENTS, BY PROVINCE, MARCH 1965

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act*, DBS

Province	Weeks Paid*	Amount of Benefit Paid $
Newfoundland	181,664	4,508,246
Prince Edward Island	34,785	795,942
Nova Scotia	152,674	3,549,703
New Brunswick	149,997	3,528,164
Quebec	679,843	17,474,148
Ontario	561,817	13,747,293
Manitoba	91,992	2,390,510
Saskatchewan	75,186	1,869,682
Alberta	102,192	2,490,942
British Columbia (including Yukon Territory)	205,755	5,234,774
Total, Canada, March 1965	2,235,905	55,589,404
Total, Canada, February 1965	1,819,250	45,332,817
Total, Canada, March 1964	2,151,052	53,550,598

*"Weeks paid" represents the total of complete and partial weeks of benefit paid during the month.

F—Prices

TABLE F-1—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX

(1949=100)

Calculated by the Dominion Bureau of Statistics

	Total	Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
1960—Year	129.0	122.2	132.7	110.9	140.3	154.5	144.3	115.8
1961—Year	129.2	124.0	133.2	112.5	140.6	155.3	146.1	116.3
1962—Year	130.7	126.2	134.8	113.5	140.4	158.3	147.3	117.8
1963—Year	133.0	130.3	136.2	116.3	140.4	162.4	149.3	118.1
1964—Year	135.4	132.4	138.4	119.2	142.0	168.0	151.8	120.2
1964—May	135.0	131.2	138.3	118.7	142.4	167.3	151.5	120.2
June	135.3	132.5	138.4	119.0	142.0	167.3	151.4	120.2
July	136.2	135.4	138.7	119.0	141.6	167.3	151.5	120.2
August	136.1	135.1	138.7	118.9	141.4	167.5	151.5	120.2
September	135.6	132.7	138.9	119.4	141.6	167.7	150.9	120.2
October	135.6	131.0	139.2	120.7	141.4	170.4	151.1	121.4
November	135.9	132.0	139.3	120.9	141.4	171.1	152.3	121.6
December	136.8	133.2	139.6	121.0	142.7	174.3	153.5	121.6
1965—January	136.9	132.5	139.8	119.2	146.3	174.4	154.0	121.6
February	137.2	133.1	140.1	119.5	146.3	174.6	153.4	121.8
March	137.3	133.3	140.2	120.4	145.6	174.6	153.4	121.9
April	137.7	133.4	140.3	121.2	145.9	176.1	153.5	121.9
May	138.0	134.5	140.5	121.0	146.8	175.6	154.6	122.5

NOTE: 1960 figures are 1947–48 weighted; figures for 1961 *et seq* are 1957 weighted.

TABLE F-2—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF APRIL 1965

(1949=100)

	All-Items			Food	Housing	Clothing	Transportation	Health and personal care	Recreation and reading	Tobacco and alcohol
	April 1964	March 1965	April 1965							
(1)St. John's, Nfld.	120.3	122.7	122.7	119.0	116.2	116.6	121.1	165.6	149.6	115.9
Halifax	131.8	133.0	133.5	128.0	134.2	131.4	138.8	169.6	171.9	125.9
Saint John	134.3	135.9	136.1	132.6	134.1	129.0	145.3	192.4	156.5	125.7
Montreal	134.7	136.4	136.8	138.8	135.9	113.4	162.2	184.7	155.7	125.3
Ottawa	135.9	137.2	137.3	134.1	137.4	125.1	158.9	183.4	150.5	126.7
Toronto	136.6	138.6	138.9	131.5	141.3	128.1	145.0	174.7	190.6	123.9
Winnipeg	132.0	134.7	134.8	132.7	130.1	127.0	139.3	188.6	142.6	138.3
Saskatoon-Regina	129.3	130.8	131.1	130.1	128.8	133.5	136.0	150.1	149.3	124.1
Edmonton-Calgary	128.0	128.8	128.9	123.8	127.4	129.6	132.5	172.4	145.1	120.6
Vancouver	132.6	134.8	134.5	132.7	134.8	124.2	147.8	157.2	150.8	123.3

N.B.: Indexes above measure percentage changes in prices over time in each city and should not be used to compare actua levels of prices as between cities.

(1)St. John's index on the base June 1951=100.

G—Strikes and Lockouts

Statistical information on work stoppages in Canada as compiled by the Economics and Research Branch of the Department of Labour on the basis of reports from the Unemployment Insurance Commission. The first three tables in this section cover strikes and lockouts which amount to ten or more man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For further notes on the series, see page 590.

TABLE G-1—STRIKES AND LOCKOUTS, 1960-1965

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per Cent of Estimated Working Time
1960	268	274	49,408	738,700	0.19
1961	272	287	97,959	1,335,080	0.11
1962	290	311	74,332	1,417,900	0.11
1963	318	332	83,428	917,410	0.07
*1964	313	329	100,214	1,572,220	0.13
*1964: April	17	41	8,617	88,900	0.08
May	15	35	7,488	63,700	0.06
June	46	66	15,148	195,680	0.16
July	38	72	18,183	147,710	0.12
August	36	68	11,418	108,200	0.10
September	26	63	9,039	104,010	0.09
October	30	60	10,593	101,580	0.09
November	25	57	15,080	105,590	0.09
December	19	48	33,689	460,260	0.38
*1965: January	24	47	29,768	220,380	0.21
February	24	50	29,596	294,100	0.27
March	31	55	14,262	115,260	0.09
April	36	66	11,612	121,510	0.11

*Preliminary.

TABLE G-2—STRIKES AND LOCKOUTS, APRIL 1965, BY INDUSTRY

(Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Forestry	...	...	...
Mines	4	490	3,790
Manufacturing	39	9,490	101,360
Construction	9	827	1,910
Transpn. & utilities	5	662	11,980
Trade	5	58	860
Finance	...	...	...
Service	4	85	1,610
Public administration	...	...	...
All industries	66	11,612	121,510

TABLE G-3—STRIKES AND LOCKOUTS, APRIL 1965, BY JURISDICTION

(Preliminary)

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland	1	52	380
Prince Edward Island	...	...	...
Nova Scotia	4	381	600
New Brunswick	2	292	580
Quebec	9	4,262	47,770
Ontario	31	5,061	52,140
Manitoba	1	38	400
Saskatchewan	1	34	30
Alberta	3	508	2,450
British Columbia	12	448	5,640
Federal	2	536	11,520
All jurisdictions	66	11,612	121,510

TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, APRIL 1965

(Preliminary)

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues ~ Result
			April	Accumulated		
MINES						
Metal						
Noranda Mines (Boss Mountain Div.), Boss Mountain, B.C.	Teamsters Loc. 213 (Ind.)	123	2,580	4,790	Mar. 8	Wages, institution of contract terms and conditions in effect in other operations~
Mineral Fuels						
Dominion Coal, Glace Bay, N.S.	Mine Workers Loc. 4529 (Ind.)	228	230	230	Apr. 20 Apr. 21	Objection to time study by experts employed by the company~Return of workers.
Drummond Coal, Westville, N.S.	CLC-chartered local	100	200	200	Apr. 27 Apr. 29	Working conditions~Return of workers pending negotiations.
MANUFACTURING						
Rubber						
Goodyear Tire & Rubber, Toronto, Ont.	Rubber Workers Loc. 232 (AFL-CIO/CLC)	200	100	100	Apr. 23 Apr. 23	Cause unknown~Return of workers on orders from union.
Wood						
Weyerhaeuser Canada, Mattawa, Ont.	Carpenters Loc. 2759 (AFL-CIO/CLC)	239	4,300	4,300	Apr. 5 Apr. 29	Wages~5¢ an hr. increase for males, 4¢ for females May 3, 1965, 3¢ for males Sep. 1, 1965, 3¢ male, 4¢ female Sep. 16, 1965, 3¢ male, May 1, 1966; other improvements.
Paper						
Domtar, Windsor, Que.	Pulp and Paper Workers' Federation (CNTU)	817	820	820	Apr. 4 Apr. 6	Working conditions and employer-employee relations~Return of workers.
Printing and Publishing						
The Star, Telegram and Globe and Mail, Toronto, Ont.	Typographical Union Loc. 91 (AFL-CIO/CLC)	839	17,620	179,790	July 9	Working conditions as affected by computers, job security, union membership of foremen~
Primary Metals						
Anaconda American Brass, New Toronto, Ont.	Auto Workers Loc. 399 (AFL-CIO/CLC)	1,200	10,200	10,200	Apr. 20	Wages, vacations, statutory holidays~
Metal Fabricating						
Dayton Steel Foundry and Canada Electric Castings, Guelph, Ont.	Steelworkers Loc. 4656 (AFL-CIO/CLC)	148	50	50	Apr. 5 Apr. 6	Working conditions~Return of workers.
Transportation Equipment						
Bendix-Eclipse, Windsor, Ont.	Auto Workers Loc. 195 (AFL-CIO/CLC)	288	3,170	15,180	Feb. 8 Apr. 19	Wages, holidays, vacations, welfare benefits~9¢ an hr. immediate increase, 7¢ Nov. 1, 1966; two additional paid holidays, improved vacation pay and welfare benefits.
National Auto Radiator, Windsor, Ont.	Auto Workers Loc. 195 (AFL-CIO/CLC)	298	2,090	5,960	Mar. 15 Apr. 12	Wages~13¢ an hr. increase immediately, 8¢ an hr. Dec. 1, 1965, 8¢ Dec. 1, 1966.
Lucas Rotax, Montreal, Que.	Machinists Loc. 423 (AFL-CIO/CLC)	100	400	700	Mar. 29 Apr. 7	Wages, fringe benefits~Return of workers.
Canadair, Montreal, Que.	Machinists Loc. 712 (AFL-CIO/CLC)	3,170	44,380	44,380	Apr. 9	Wages, fringe benefits~
Electrical Products						
Moffats Limited, Weston, Ont.	Steelworkers Loc. 3129 (AFL-CIO/CLC)	599	7,490	7,490	Apr. 11 Apr. 29	Wages, incentive rates~6¢–12½¢ an hr. increase for non-incentive workers, 4¢ an hr. for incentive workers, other improved benefits.
Beatty Bros., Fergus, Ont.	Steelworkers Loc. 6028 (AFL-CIO/CLC)	723	2,530	2,530	Apr. 25 Apr. 29	Wages, hours~Return of workers, negotiations to continue.

TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, APRIL 1965

(Preliminary)

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues ~ Result
			April	Accumulated		
Chemical Products						
Consolidated Mining and Smelting, Calgary, Alta.	I.B.E.W. Loc. 254 and Chemical Workers Loc. 465 (AFL-CIO/CLC)	173	950	950	Apr. 2 Apr. 10	Wages, hours~20¢ an hr. increase retroactive to Nov. 1, 1964, 10¢ an hr. Nov. 1, 1965, increased shift differential, reduction in hours.
CONSTRUCTION						
E. G. M. Cape, Newcastle, N.B.	Labourers Loc. 1278 (AFL-CIO/CLC)	227	450	450	Apr. 8 Apr. 12	Wages, hours~Return of workers.
Canadian Betchel, Fort McMurray, Alta.	Carpenters Loc. 1325 (AFL-CIO/CLC)	300	750	750	Apr. 14 Apr. 20	Dismissal of two carpenters ~Return of most workers, replacement of others.
TRANSPN. & UTILITIES						
Transportation						
Nfld. Employers' Association, St. John's, Nfld.	Longshoremen's Protective Union (Ind.)	520	11,460	46,820	Oct. 26	Union refusal to accept terms of Industrial Enquiry Commission~
Arrow Transfer and various other trucking companies, Vancouver, B.C.	Teamsters Loc. 31 (Ind.)	104	420	420	Apr. 26 Apr. 30	Wages, term of contract, control over operation of equipment, loading and unloading of vehicles~20¢ an hr. increase retroactive to Jan. 1, 1965, 20¢ hourly increases on Jan. 1, 1966, 1967, and 1968; job security for union members in hiring out equipment, other improvements.

Technical Note to "G" Tables

Statistical information on work stoppages in Canada is compiled by the Economics and Research branch of the Department of Labour on the basis of reports from the Unemployment Insurance Commission. The first three tables in the section cover strikes and lockouts which amount to ten or more man-days.

The developments leading to work stoppages are often too complex to make it practicable to distinguish statistically between strikes on the one hand and lockouts on the other. However, a work stoppage that is clearly a lockout is not often encountered.

The data on workers involved include all workers reported on strike or locked out, whether or not they all belonged to the unions directly involved in the disputes leading to work stoppages. Where the number of workers involved varied in the course of the stoppage, the maximum number is used for monthly totals, but adjustments are made for changes reported in the number of workers involved in work stoppages extending over two or more months. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included in the data on workers involved. Their number, however, if any, is shown in parentheses for the major work stoppages listed in Table G-4. The data in parentheses are those reported at an early stage of the work stoppage, and they refer only to the plant or premises at which the stoppage occurred.

Duration of strikes and lockouts in man-days is calculated by multiplying the number of workers involved in each work stoppage by the number of working days the work stoppage was in progress. Where the number of workers involved varied significantly in the course of the stoppage, an appropriate adjustment is made in the calculation as far as this is practicable. The duration in many-days of all stoppages in a month or year is also shown as a percentage of estimated working time, based on the corresponding monthly figure or annual average figure for non-agricultural paid workers in Canada. The data on duration of work stoppages in man-days are provided to facilitate comparison of work stoppages in terms of a common denominator; they are not intended as a measure of the loss of productive time to the economy. For convenience of expression, however, duration in man-days is on occasion referred to as "time loss' in reviews based on this series.

The data on the distribution of work stoppages by industry in Table G-2 follow the Standard Industrial Classification, D.B.S. (1960).

In Table G-3 work stoppages are classified according to jurisdiction, whether federal or provincial. This is done on the basis of the governmental agency that intervened in the dispute. Where there was no such intervention the classification is, wherever possible, on the basis of the agency that previously dealt with labour matters in the establishment involved.

Work stoppages involving 100 or more workers are listed in Table G-4, which shows in each instance the employer(s) and the location of the premises at which the work stoppage occurred, the union(s) directly involved or concerned in the dispute, number of workers involved, duration in man-days, starting date (the first day on which normal operations were affected) and termination date. For work stoppages that are terminated by mutual agreement, the termination date is usually the day on which work was resumed. Work stoppages that have not been resolved in this way are as a rule considered terminated, for statistical purposes, at the date by which it was established that two-thirds or more of the workers involved had either returned to work, or had found work with other employers, or had been replaced by new employees; or the date by which it was reported that the operations affected by the work stoppage would not be resumed. Also shown in Table G-4 are the major issues, as far as known, that led to work stoppage, and the result, i.e., the terms of settlement of major issues where a settlement was reached when the work stoppage terminated, or the circumstances in which the work stoppage came to an end.

While the methods used to obtain data on work stoppages preclude the likelihood of major omissions, it is not always possible, particularly on a preliminary basis, to obtain precise information in detail. Consequently the information in this section may not be accurate in all respects.

Explanatory Note

to "Classification of Labour Market Areas"

(page 507)

The system of classifying the labour market situation in individual areas is an analytical device whose purpose is to give a clear and brief picture of local market conditions based on an appraisal of the situation in each area. In considering each category, it is necessary to keep in mind the marked seasonal fluctuations in labour requirements in Canada. Labour surpluses are consistently highest in each year from December to March and lowest from July to October.

The criteria on which the classification system is based are as follows:—

Group 1: Labour Surplus. Areas in which current or immediately prospective labour supply exceeds demand in almost all of the major occupations. This situation usually exists when the ratio of applications for employment on file with NES to paid workers, including those looking for jobs, is more than 5.9 or 6.9 per cent, depending on the size and character of the area.

Group 2: Labour Surplus. Areas in which current or immediately prospective labour supply exceeds demand in about half of the major occupations. The situation usually exists when the ratio of applications for employment on file with NES to paid workers, including those looking for jobs, is more than 5.9 or 6.9 per cent, but less than 10.0, 12.0 or 14.0 per cent, depending on the size and character of the area.

Group 3: Balanced Labour Supply. Areas in which current or immediately prospective labour demand and supply are approximately in balance for most of the major occupations. The situation usually exists when the ratio of applications for employment on file with NES to paid workers, including those looking for jobs, is more than 1.9 or 2.4 per cent, but less than 6.0 or 7.0 per cent, depending on the size and character of the area.

Group 4: Labour Shortage. Areas in which current or immediately prospective labour demand exceeds supply in most of the major occupations. This situation usually exists when the ratio of applications for employment on file with NES to paid workers, including those looking for jobs, is less than 2.0 or 2.5 per cent, depending on the size and character of the area.

The classification of areas does not depend solely on the ratio of job applications to paid workers. All areas, and particularly those in which the ratio is close to the limits of the above-mentioned ranges, are examined closely in the light of other kinds of information to see whether they should or should not be reclassified. Information on labour market conditions at local areas is obtained mainly from monthly reports submitted by each of the local offices of the National Employment Service. This information is supplemented by reports from field representatives of the Department of Labour who regularly interview businessmen about employment prospects in their companies, statistical reports from the Dominion Bureau of Statistics and relevant reports from other federal government departments, from provincial and municipal governments and from non-governmental sources.

The term "labour market" as used in this section refers to a geographical area in which there is a concentration of industry to which most of the workers living in the area commute daily. The term is not meant to imply that labour is a commodity and subject to the same kind of demand and supply factors operative in other markets.

To facilitate analysis, all labour market areas considered in this review have been grouped into four different categories (metropolitan, major industrial, major agricultural, and minor) on the basis of the size of the labour force in each and the proportion of the labour force engaged in agriculture. This grouping is not meant to indicate the importance of an area to the national economy.

The key to this grouping is: a "metropolitan" area is one with a labour force of 75,000 or more; a "major industrial" area is one with a labour force of from 25,000 to 75,000 of which 60 per cent or more are in non-agricultural occupations; a "major agricultural" area is one with a labour force between 25,000 and 75,000 of which 40 per cent or more are in agriculture; and a "minor" area is one with a labour force of 10,000 to 25,000.

The geographical boundaries of the labour market areas dealt with in this section do not coincide with those of the municipalities for which they are named. In general the boundaries of these areas coincide with the district serviced by the respective local office or offices of the National Employment Service. In a number of cases, local office areas have been amalgamated and the names used include several other local office areas, as follows: Farnham-Granby includes Cowansville; Montreal includes Ste. Anne de Bellevue; Lac St. Jean includes Chicoutimi, Dolbeau, Jonquière, Port Alfred, Roberval and Alma; Gaspe includes Causapscal, Chandler, Matane and New Richmond; Quebec North Shore includes La Malbaie, Forestville, Sept Iles and Baie Comeau; Sherbrooke includes Magog; Trois Rivières includes Louiseville; Toronto includes Long Branch, Oakville, Weston and Newmarket; Sudbury includes Elliot Lake; Niagara Peninsula includes Welland, Niagara Falls, St. Catharines, Fort Erie and Port Colborne; Vancouver-New Westminster includes Mission City; Central Vancouver Island includes Courtenay, Duncan, Nanaimo and Port Alberni; and Okanagan Valley includes Kelowna, Penticton and Vernon.

The 110 labour market areas covered in this analysis include 90 to 95 per cent of all paid workers in Canada.

Technical Note to "E" Tables

Under the Unemployment Insurance Act contact between the claimant and the Unemployment Insurance Commission is made through a network of local offices. The statistics in Tables E-2 to E-4 relate mainly to local office claim operations.

Upon separation from employment, a person wishing to file a claim for benefit applies to the nearest local office of the Commission in person or by mail. An application for employment is taken by the Employment Branch of the local office and, if a suitable vacancy exists, a referral is made. If suitable employment is not available, a claim for benefit is taken by the Insurance Branch.

If the person applying for benefit has had no previous entitlement established, an initial claim will be taken and entitlement computed, otherwise a renewal claim will be filed. Initial and renewal claims thus constitute an advance notice by a claimant that he wishes to draw benefit. In some cases where employment is found immediately, however, the claimant may not return to prove unemployment.

The total of initial and renewal claims (Table E-3) thus approximates the number of new separations from insured employment during a month. To the extent that an initial claim is taken from a person who has exhausted his benefit and seeks re-establishment of further credits, the total would, however, constitute an overstatement of the volume of new separations.

Claims in the category "entitled to benefit" include initial claims established on which no disqualification was imposed, and renewal claims allowed, no disqualification. Claims "not entitled to benefit" consist of failures on initial claims due to insufficient contributions, and, in addition, disqualifications imposed on either initial or renewal claims. Claims not completely processed at the end of a month are shown as pending.

Claimants are required to report weekly, except postal claimants, who may report every two weeks. Data on claimants currently reporting to local offices are obtained from a count of individual unemployment registers in the current file at the month-end (Table E-2). Once a claim is taken, the document on which the record of current activity is maintained is placed in the current file and becomes dormant only after the scheduled reporting pattern has been broken twice in succession. The count of weeks of proved insured unemployment is begun again simultaneously with a new renewal claim and with initial claims, except those representing recomputation of additional credits. In these latter cases, the count is cumulated from the claim taken at the time the employment terminated.

Information on payments (Table E-4) is provided by Treasury offices of the Unemployment Insurance Commission and relates to payments made during a month. In some cases, however, the compensated unemployment would have occurred in a prior month. Data cover partial as well as complete weeks of unemployment.

Estimates of the insured population (Table E-1) are based on a count of persons either working in insured employment or on claim at June 1 each year. Monthly estimates are based on the June count of persons employed projected, by industry, using employment indexes from *Employment and Payrolls* (Employment Section, Labour Division, D.B.S.). To these employment data are added the number of claimants reported at month end, as described above.